



February - March 2019

In This Issue:

- ? [New PXT Select Leadership Report](#)
- ? [Workforce Trends for 2019](#)

Quick Links

- ? [Visit Our Website](#)
- ? [About Us](#)
- ? [Testimonials](#)
- ? [Newsletter Archives and Book Recommendations](#)

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Dear Chuck Bower

This month we announce the availability of the PXT Select™ Leadership Report, a brand new (and free) report extending the value of the Wiley PXT Select™ solution. Our first article provides more information about this important selection, recruiting and succession too.

Our second article, provided through TTI Success Insights, discusses their prediction of workforce trends for 2019.

For manufacturers struggling to qualify applicants, we would remind you of our customized [Industrial Skills Testing solution](#). This is a great tool to test applicants for knowledge and qualifications in key areas, such as blueprint reading, math and conversions, equipment fundamentals, calibration and micrometer reading, and safety. To take a "test drive" of this solution, contact us.

As always, past newsletter articles are available at www.hawthorneservices.com/resources.

Sincerely,
Chuck Bower, 574-361-6166
Karen Kehr, 574-596-3058

PXT Select Leadership Report - New!

Our partners at Wiley have recently released a new tool for the PXT Select™ assessment. The Leadership report is a hiring and selection tool that provides invaluable insight into a candidate's leadership potential and their approach to meeting leadership challenges. It helps hiring managers understand how a candidate leads by providing insight into how an individual's cognitive and behavioral traits and interests can affect their potential as a leader.

The Leadership Report measures Thinking Style, Behavioral Traits, and Interests in relation to six key leadership skills:

- Creating a Vision
- Developing Strategies
- Ensuring Results
- Inspiring People
- Being Approachable
- Mentoring Others

The Leadership Report is a FREE addition to the family of PXT Select™ assessment reports. [Click here for an example](#). We are

sure you will find this free report to be an excellent tool in your Selection, Recruiting and Succession arsenal.

If you are a client with your own Wiley Profiles Assessment Center (PAC) site, you will find the report available as the last selection in the Report selection drop-down. If Hawthorne Services administers your assessments on your behalf, we will automatically provide the Leadership Report along with the Comprehensive Selection and Coaching Reports for all key leadership roles.

As always, if you have questions or need more information, please contact Chuck (574-361-6166) or Karen (574-596-3058).

Workforce Trends for 2019 From TTI Success Insights

Our partners at TTI Success Insights, the provider of our Talent Insights® DISC assessment, has published their key workforce trends for 2019. [Click here for the infographic.](#) One of their key observations identifies the continuing emergence of "micro careers", whereby many employees will seek out "10-15 employers across as many as 3-5 unique and different professions." This type of career path and fulfillment suggests a number of retention, recruiting and selection challenges.

Companies will find the solutions to include other key workforce trends: the need for businesses and organizations to prioritize employee happiness; and to support work/life balance. Millennials continue to be the most populous generation in the workplace, and their wants and needs are different, including better communication, career paths and choices, improved work culture, and happiness.

If improving your workplace culture and retention is one of your top initiatives for 2019, consider reaching out to us for guidance and support. For more information, please contact Chuck (574-361-6166) or Karen (574-596-3058).



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