



August - September 2020

In This Issue:

- ▶ [PXT Select Non-Cognitive Released!](#)
- ▶ [Siemen's WFH Policy Initiative](#)
- ▶ [Introducing the Talent Insight's Driving Forces](#)

Quick Links

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

Hawthorne Services, LLC
PO Box 1001
Goshen, IN 46527
Chuck: 574-361-6166
[Email Chuck](#)
Karen: 574-596-3058
[Email Karen](#)

Social Media Links:



[Our Website](#)



[LinkedIn-Chuck](#)

Dear Chuck Bower

We have new assessments (cue the fireworks.) Plus a re-branded Customer Service Profile later this fall. More information is below. But first...

Please congratulate my partner, Karen Kehr, on her retirement. Karen started developing leaders and transforming organizations in 1997, however, priorities change. After several years of reducing her involvement, she graduated to the role of "Super Grandma" for five impressive grandchildren. Our loss is their gain! Please send well wishes to Karenmk@HawthorneServices.com.

As always, past newsletters are at www.HawthorneServices.com, and click Resources at the top of the page.

Sincerely,

Chuck Bower, 574-361-6166

Karen Kehr, 574-596-3058

PXT Select™ Non-Cognitive

Assessment Released!



PXT Select™ non-cognitive is here! The shorter and simpler PXT Select™ Non-Cognitive assessment measures Behavioral Traits and Career Interests, allowing managers to evaluate Job-Person Fit based on soft skills and cultural fit. It works well for hiring and selecting in situations where cognition has been pre-established or when the job doesn't require high Cognitive Ability at the point of hiring.

Built with the same adaptive testing methodology as the standard PXT Select, the non-cognitive version is also valuable when candidates or employees have achieved certain educational or career standards that prove a strong cognitive level.

The same PXT meter is used for the non-cognitive version, and pricing is the same as the standard PXT Select. Existing clients of our solution are already enabled to use the new assessment.

For more information, [email Chuck](#) or call 574-361-6166.

Siemen's Work From Home (WFH) Policy Initiative

Worldwide industrial giant Siemens recently announced changes to their "Work From Home" policy. In a recent [Reuter's news article](#), the Munich-based company said employees can work from home, "two to three days a week, whenever reasonable and feasible." "These changes will also be associated with a different leadership style, one that focuses on outcomes rather than on time spent at the office," said incoming Chief Executive Roland Busch.

Companies are focused on new methods to secure productive results from their sales and administrative staff. **What are your "new normal" plans, and are you focused on an outcome-based workplace?**

Introducing the Talent Insights Driving Forces for Motivational Measures

Our clients love the Workplace Motivators component of the Talent Insights® assessment (known to many as the DISC.) This valuable tool combines a DISC assessment with a motivators / core values component, resulting in a much stronger understanding of an individual and team. This powerful tool beats a standalone DISC any day of the week!

However, did you know the Workplace Motivators component has two options? The traditional 6 attribute Motivators measure - OR - the [12 Driving Forces™](#) measure.

These personal core values (others may call motivators or drivers of decision making) are the "Why" of an individual. When used in conjunction with the DISC-Behaviors, it provides a powerful way to understand individuals and teams.

The Motivators / 12 Driving Forces™ component is based on research by Eduard Spranger, a German psychologist and philosopher, and refined by Gordon Allport, a psychologist (and Indiana native!)

To learn more about the 12 Driving Forces™, please check this [in-depth presentation](#), [email Chuck](#) or call 574-361-6166.
