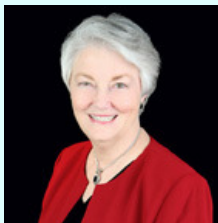


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Who is Johnson & Associates?

If you're receiving this news brief for the first time, you're probably wondering who in the world is Johnson & Associates (J&A) and why am I receiving this information? We've been in operation since 1986 providing economic development, community development and executive search assistance on both a national and international level. Review our web site at www.jatoday.com and learn more about us and our products. And if you decide you don't want to receive any mailings ever again, just let us know and we'll **remove** your name immediately. But remember, if we remove your name, you won't be receiving notice of what may be the perfect position or program for you. If you are receiving duplicate e-mails, let us know which e-mail address you prefer we use. Keep JAToday coming! Please add us to your address book or approved sender list.



Summer Fun!

Greetings!

All of us at J&A hope you have been enjoying your summer! It has been a fun summer for us and we hope for you, too! As the school year draws near and for some places, casual summer come to a close, many businesses seem to get back to business again with a new fiscal year.

We hope you and your community leaders will spend these coming weeks thinking about the future of your organization. Now is an excellent time to evaluate your strengths and challenges with a critical eye. Now is the time to leverage your resources to ensure you are going to get (and stay) on the right track this year. Now is the time to measure your current performance against your *potential* performance!

J&A is your one-stop-shop for all things Community and Economic Development. We can help your team communicate better; we can help you develop a higher performing team; we can even help you find the right new team members! Our satisfied and repeat client base can testify to that!

We hope your business is already on the right track, but if you could use some assistance, please give us the opportunity to earn your business! You'll be glad you did!

We are here to serve you!

Sincerely,
Chloe Johnson

Executive Recruitment Services

If your organization is considering a search for a new economic developer, chamber executive, city manager, police chief, or any other position, J&A will search the entire country for the applicants who will be the right fit for your organization. For over 23 years, we have earned a strong reputation for careful placement of the ideal candidates for many organizations.

You can trust our experience and 10,000+ strong database to match you with the applicants you desire to fill your positions! We encourage you to speak with some of our clients to find out how pleased they were with our executive recruitment services.

Call J&A today to learn how affordable and valuable this service could be to you!!

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## Job "Fit" Analysis

The following observations were excerpted from an article by Mark Ross titled:  
*"Tailor Talent to Fit Your Business"*

"The economy has left companies with little margin for error in every area of their business. Hiring managers face increasing pressure to pinpoint candidates that match their companies' business needs. With fewer positions to fill, tighter cost controls and higher premium on productivity and performance, companies need to identify new hires who can hit the ground running and handle a steep workload.

"For these reasons, many companies have begun to use comprehensive pre-employment assessments to ensure every candidate closely fits a specific work environment and key job requirements. In fact, a recent survey from the media company Pearson found that as companies have reduced the number of new employees they hire, they increasingly are using assessments/tools to select only the most qualified and skilled candidates.

"Nearly one-fifth of survey respondents reported they are using assessments specifically to find people who can ease into a position and begin contributing without a long learning period."

### Our Take

To improve the odds of hiring the best candidates, Johnson & Associates and our partners at HRGroup, LLC provide a variety of assessments and tools designed for pre-employment screening/testing. The goal of screening job candidates is to **predict how the candidate may perform on the job BEFORE they are hired**. Studies show that most interviews do poorly at predicting actual job performance. Fortunately, research indicates that valid and reliable tests predict job performance better than interviews. By evaluating each candidate's Abilities, Behaviors and Dependability Traits organizations can increase the odds of making accurate predictions of candidates' on-the-job success.

#### **ABILITIES:**

Problem Solving, Vocabulary, Arithmetic, Grammar, Spelling & Word Use and Speed & Accuracy in Handling Small Details

#### **BEHAVIORS:**

Interpersonal Skills, Personality Traits and Motivators

#### **DEPENDABILITY:**

Work Ethic, Acting Before Thinking, Potential for Theft/Stealing, Possible Substance Abuse

If you want to **hire the best . . . and let your competitors have the rest**, please call J&A today for additional information and an on-line demonstration.

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15 Personal Skills You Need on the Job

At J&A and HRGroup, we like to share interesting articles, even if they aren't written by us. We found this article on presentations.com and thought you'd find it interesting. Organizations must choose their employees carefully and here are some tips on things to search for. We can help you find applicants with these skills!!

Employers are looking for workers who have that special something: the skills, tendencies and attributes that help to keep productivity—and profits—up.

What are they? Businesses are looking for employees with strong "personal" skills, according to ACT research. Keep these in mind, because employers certainly are.

Carefulness: Do you have a tendency to think and plan carefully before acting? This helps with reducing the chance for costly errors, as well as keeping a steady workflow going.

Cooperation: Willingness to engage in interpersonal work situations is very important in the workplace.

Creativity: You've heard of "thinking outside the box"? Employers want innovative people who bring a fresh perspective.

Discipline: This includes the ability to keep on task and complete projects without becoming distracted or bored.

Drive: Businesses want employees who have high aspiration levels and work hard to achieve goals.

Good attitude: This has been shown to predict counterproductive work behaviors, job performance and theft.

Goodwill: This is a tendency to believe others are well-intentioned.

Influence: Groups need strong leaders to guide the way. Influence includes a tendency to positively impact social situations by speaking your mind and becoming a group leader.

Optimism: A positive attitude goes a long way toward productivity.

Order: "Where did I put that?" A tendency to be well organized helps employees to work without major distractions or "roadblocks."

Safe work behaviors: Employers want people who avoid work-related accidents and unnecessary risk-taking in a work environment.

Savvy: This isn't just about job knowledge, but knowledge of coworkers and the working environment. It includes a tendency to read other people's motives from observed behavior and use this information to guide one's thinking and action.

Sociability: How much you enjoy interacting with coworkers affects how well you work with them.

Stability: This means a tendency to maintain composure and rationality in stressful work situations.

Vigor: This is a tendency to keep a rapid tempo and keep busy.

Article provided courtesy of ACT, an independent, nonprofit organization that provides assessment, research, information and program management services in education and workforce development. For more information on how to assess and build upon these and other "personal" skill areas—as well as "foundational" skills such as math, reading and writing—go to www.act.org/workkeys.

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Upcoming Events

Join J&A at TEDC's (Texas Economic Development Council) Annual Conference, September 29 – October 1 at the Hyatt Riverwalk in San Antonio. Register today at www.texasedc.org

Chloe Johnson is celebrating her 30th year as a member of TEDC this year! TEDC turns 48 this year and Chloe is proud to have remained a member for 30 of those years! She'll see you there!

Make plans now to attend SEDC's (Southern Economic Development Council) Annual Conference August 15-18 at The Grand Marriott in Point Clear, Alabama. You can still register at www.sedc.org

It's not too early to mark your calendar for TML's (Texas Municipal League) Annual Conference, October 20-23 in Ft. Worth. Find more info and register at www.tml.org

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**Johnson & Associates, A Full Service
Community Economic Development Provider.
We deal in futures yours!**

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