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Transformational Strategic Human Capital Management

Technology... Enabling Pre-employment Selection, Team Alignment & Corporate Learning

People operating at high levels of productivity are described as being “*on their game*”. In business, there are individuals at every level of an organization who are described as *Top Performers*; people whose *superior productive capacity* results in as much as 80% of the output. What is “*it*” that allows one person doing the same relative tasks as another to be four times more productive; even when they have roughly equivalent backgrounds in *competencies* (educations, experiences, and behavioral traits)?

Social scientists devise schemes and formulas that attempt to solve this perpetual mystery. An entire industry with myriad disciplines has sprung up to discover what makes us “*who we are*”. Behavioral analysis is the most recent and prominent; and the arsenal of assessments that attempt to measure *competency* number in the thousands. While offering some utility, behavioral assessments have largely fallen short of expectations as reliable predictors of performance; because the things they attempt to measure are not static. Moreover testing for false positives induces a pretext for deception by test-takers. Test-retest studies challenge the reliability of behavioral assessments showing wide variances in consistency, and results that generally degrade over time. While behavioral assessments may have a place, true employment pre-screening and selecting *Top Performer Core Capacity* are not among them.

So, what can explain this phenomenon of a *core capacity differential* between people of similar apparent *competencies* (education, skill, experience)? Consider for a moment that humans are each hardwired, from birth, to *be* a certain way. In fact, this propensity has been described by a number of social scientists as an *innate energy*, an *unchanging core nature*. Abraham Maslow referred to “*it*” as an “*inner bent*”. The question then is, can we identify and measure this *innate core capacity* in our *Human Operating System*?

We can look back in time for clues. As humans evolved from the ancient cultures of hunting and gathering to agrarian and then trade based economic societies, four principle types of business practitioners emerged, each expressing a fundamental core social contribution. There was the *Builder* whose *core energy* was expressed as the personal *Power* to engage tirelessly in *Actions* to bring about immediate *Results*. The *Merchant's* *core energy* was expressed in the *Love* of opening the minds of people to new *Visions* and opportunities inherent in new *Relationships*. The *Innovator's* *core energy* was expressed in the *Wisdom* of their *Assessments* that resulted in new *Solutions*. Finally, the *Banker's* *core energy* was concentrated in learning and gathering *Knowledge*, promoting *Conservation* of resources, and preserving *Information*.

The Core Nature in each social construct demonstrates a unique capacity of people to *be* a certain way. For instance, the *Builder* was represented in prehistoric culture by the warrior who was out acquiring food and providing security, the *Merchant* was telling stories, writing poems and developing trading relationships with people and other villages, the *Innovator* developed new technologies and better ways for *Builders* and *Merchants* to achieve dominance or advantage, and the *Banker* preserved the history, conserved resources, and insured fair appropriation, allocation and distribution of goods to people in the community. Having a balance in *Human Operating System Core Capacities* improves outcomes for Individuals and Communities.

Historical examples of people exhibiting the *innate core wiring* to be a certain way would include *Alexander the Great* who appeared as a *builder*; *MarcoPolo* displayed a mix of *merchant/builder*; *Johannes Gutenberg* was a top notch *innovator*; and *Margaret Mead*, the renowned anthropologist, was a solid *banker* focusing her life around gathering, expanding, and preserving knowledge.

While the jobs in the *Talent Age* (of *today*) are different, we each carry within us our own unique innate blend of *DNA* (*core capacity*) inherited from the *Builders*, *Merchants*, *Innovators*, and *Bankers* of our ancestors. Each of us is born with our own unique *core wiring* and *energy* to *be* and express ourselves in a certain way. People whose work is aligned to their *innate capacity* (a blend of core, secondary, and tertiary values) will have *“the right stuff”* to bring about extraordinary results. Now can we measure *“it”* ?

Yes ! The *Core Values Index (CVI)* was designed to measure the *Human Operating System Core Capacity* in each individual. *It is proven to QUALIFY and QUANTIFY “who we are”*. The *CVI* is *legally defensible*, exceeding stringent EEOC requirements. What it measures is so stable that it yields statistically valid *test-retest results at 96%*; compared to the diminishing test-retest reliability (35% to 75%) for the most commonly used gold standard behavioral assessments. Moreover this *unique technology* addresses not only *talent selection*, but integrates *talent and team alignment* and *supports corporate learning processes*. This *transformational Human Operating System assessment* is proven with thousands of people in thousands of companies and in the fires of 400 business optimization and turn-around projects. Over twenty years, *common talent outcomes* include **85%** fewer hiring mistakes; *increasing the number of Top Performers* from **20%** to **80%**; *reduced turn-over*, often *by half*; resulting in *savings in total costs of hiring* up to **70%**. Having *more Top Performers* requires *fewer marginal players*, which leads to *higher levels of production*, *greater sales revenues*, and *improved profits*. These kinds of results go beyond typical expectations and are the net result of *increasing business performance* by **30%**, with **20%** to **30%** fewer people.

My name is Brandon Ebeling. I’m a talent strategist who helps executives like you achieve higher levels of employee engagement, demonstrating a proven *ROI* on your human capital investment resulting from reduced cost of hiring and increased levels of production. *CEO’s, CFO’s, COO’s, CLO’s, Talent Leaders*, and *Line Managers* can now impact each TOUCH POINT of the Talent Management Lifecycle: *Planning, Acquisition, Engagement, Development, Deployment, Leadership, Retention, and Evaluation* using *new talent management technology* to *identify* future *Top Performers*, *align* existing people to the *right tasks* and *teams*, and *enable corporate learning*...aligning talent strategy to desired outcomes, is smart business.

To see how we do it click this link <http://www.americanincite.com/introducing-employment-pre-sel/>; or **call now** so I can personally share with you how this simple yet powerful automated technology will help streamline selection of your future Top Performers, align your teams, and improve corporate learning.

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Core Capacities Exist in the Minds of People

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American Incite™ earns its way helping businesses optimize talent management strategies to achieve better business outcomes...

...our bottom line is improving your bottom line.

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