

# Career planning



Use Prevue  
Assessments to:

1

Assess your  
employees

2

Determine which  
positions in your  
company are best  
suited to each  
employee.

3

Plan your employees'  
future **With You**



## “Are your employees motivated?”

### **The Dilemma: Retaining Quality Employees**

- You have invested time and money in hiring and training your employees.
- To ensure that employees remain motivated, companies like yours need to present their employees with a career path with the organization that makes sense.

### **The Need: Career Planning**

*How does an organization retain its existing employees?*

With today's changing workforce demographics, and the reduced availability of quality job applicants, it is increasingly important to ensure that your employees plan to their careers around your organization. Career Planning is not only about **identifying** the best position for an employee to move into, but also about building a **plan** that will keep your employees motivated.

### **The Solution: Prevue for Career Planning**

Prevue completely automates the Career Planning process. You begin by building Prevue Job Fit Benchmarks for all of the senior positions within your organization. Your employees then take the Prevue Assessment and their results are compared to the relevant Prevue Benchmarks. The resulting Prevue Career Planning Reports identify the best positions for your employees to advance into.

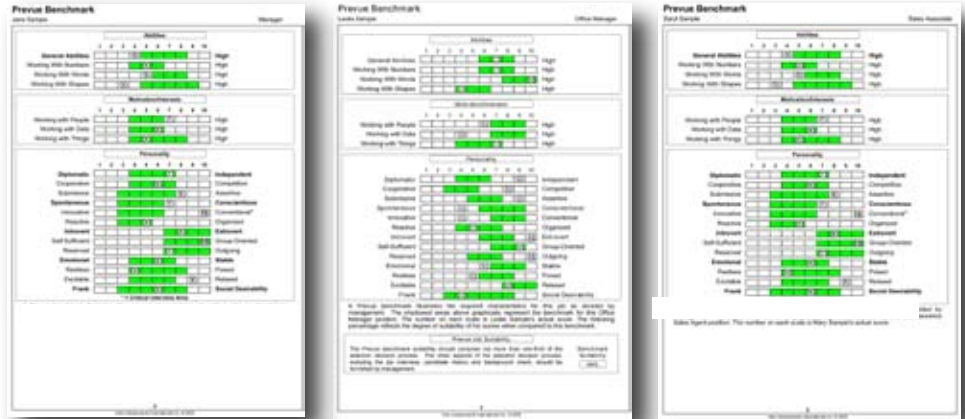
Once you've successfully created an employee's Career Plan, you can use Prevue Personal Development Reports to develop the employee towards his or her future role.

**The Bottom line: Using Prevue for Career Planning increases your company's retention rate, which has a direct impact on your company's success.**

# 3 Stages of Career Planning

## Create Prevue Job Fit Benchmarks for your company's positions:

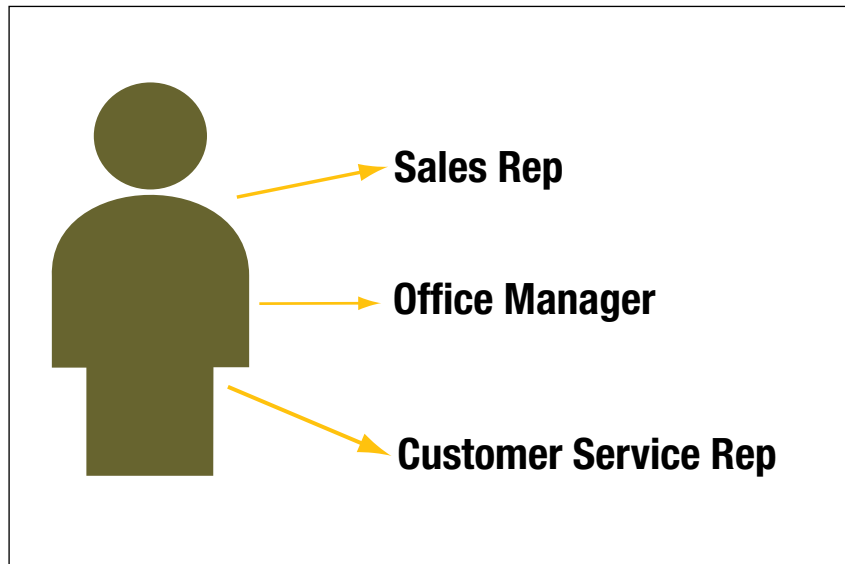
A Prevue Benchmark identifies the desired characteristics for a particular position. The Prevue Online platform completely automates the Benchmark development process, making it quick and economical to profile the positions within your company.



## Find existing employees that are a "best fit" for those positions

Once you've developed Benchmarks for your positions, use the Prevue Assessment and the Prevue Career Planning Report to answer questions such as:

1. Which middle management position should I promote my senior sales rep into?
2. Will my top customer service rep be a good fit with an outside sales rep position?
3. Which senior management positions are my mid-level managers best suited for?



## Develop employees towards identified future positions:

Once you have determined which future position is the best fit for and employee, you can begin to develop the employee towards filling his or her anticipated role. The Prevue Personal Development Report shows you the challenges that each employee will face in their new role and how to work with them to manage and address these challenges.

