



Pendulum Swing

Employers flex their muscles while unemployment stays low, and many eligible workers sit on the sidelines. How can this be so?

UPS mandates that salaried employees return to the office five days a week. It is likely to work, as they also intend to lay off 12,000 workers. Boeing is also increasing pressure for in-office work, while many other large employers are tightening the hybrid work arrangement in favor of more office time.

At JobMatch Assessment, we track the number of people our clients assess for employment. It is a good indicator of economic change. Compared to last year, the numbers are nearly the same; thus, hiring remains soft but stable.

The difference is that one year ago, employers were still facing a very high quitting rate. This week, the Wall Street Journal reports that the quitting rate has dropped 12%.

Rapid pay increases, signing bonuses, home-office arrangements, quiet quitting, and employee perks are declining. The pendulum is returning to the employer's side, but we are early in the arc. Employers continue to face a demographic reality; fewer people are seeking work.

As Boomers retire, others are moving up the ladder, but companies are not adding employees significantly.

Many clients use our assessment system for current employees to improve succession planning and retention. This insight helps them identify talent early and coach less experienced managers and leaders to early success. It is one of many tactics we help our clients apply to address the economic reality.

Our assessment and survey tools are world-class and statistically sound. Our selection instruments are proven to avoid adverse impacts. [Contact](#)

us, share your concerns, and see how we can help you. No charge, no obligation.



What are My Best-Fit Jobs?

We can help you figure it out.

This year, JobMatch Assessment will celebrate its 22nd birthday. It was founded by [Kirk Young](#), who has years of experience working in large firms and expertise in Human Resources and the assessment world.

The company provides assessment expertise to help supervisors, coaches, and people managers hire, develop, and retain employees more successfully.

The initial focus helped organizations get the right person for the job. That grew into additional assessment services to develop leadership skills, review candidate integrity, improve team cohesiveness, manage conflict, etc. Services always focus on helping the organization.

That was and is the business model, but we often do a favor for clients. We assess family members, uncover the best job-fit options, and conduct a debriefing meeting to help them learn more about themselves and the job world. Kirk uses his experience to introduce them to opportunities and resources they may have yet to consider.

Now, we can help you and your family members with the same personal service. For \$ 150, you can take 'The Pathway Planner' assessment and do a video debrief with Kirk.

The assessment is based on our popular whole-person assessment, the Profile XT. It measures a person's verbal and numerical capabilities, behaviors, and interests. Those traits are compared to successful people in over 900 different jobs. Participants are shown the highest-fitting jobs and learn why they fit so well.

Our assessment and survey tools are world-class and statistically sound. [Please contact us](#) with your request, name, and email address.

One Assessment Thirteen Reporting Options

Unlike other assessments, the PXT Select™ uses a single assessment you can rely upon for a host of reporting options. This makes the assessment more valuable and affordable, since you pay only to score a person's results one time. After that, our reporting system lets you access additional reports without charge.

- Keep access to your data, without subscription cost.
- No charge for additional job models.
- No charge to compare a person to multiple jobs.
- No charge for personal relationship reporting.
- No charge for phone debriefs with a certified expert.

NO BRAINER!

PXT Select Report Options



Build and Keep a Collaborative Culture

"One-and-done doesn't work. Build the foundation for an ongoing learning journey at a low cost."



**Download
Brochure**

Organizational culture faces unpredictable and constantly evolving challenges. You know your organization needs to actively shape a culture that supports morale, recovery, and continued success. It might seem impossible to know where or how to begin— we can help.

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Don't Let Remote Work Curb Sales Development

During this time, one of the most critical questions any President or CEO must face is: "How can I build and maintain a productive sales program?" My friend and associate, Troy "The Sales Navigator" Harrison, offers an answer through his Smooth Sailing Coaching Programs. No professional athlete has ever achieved greatness without collaboration with an equally skilled and passionate coach. In the same way, for long-term sales force development success, coaching can be essential to achieving your goals. Troy can help you focus and direct your efforts, streamlining product knowledge, creating fruitful lead generation, and putting the right processes and people in place. Troy's programs include individual, autonomous activities, like my Sales Force Audit, or my Salary Calculator, and their

Schedule
a complimentary,
no-obligation
Sales
Strategy
Review
Session

success is built on the group and one-on-one skills coaching. These programs have produced dramatic growth for companies all over the USA – and whether you are located in his hometown of Kansas City, or from coast to coast, he can help you.



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