

# Successful Hiring in the Massage Envy Clinic



## Do these problems sound familiar?

- Unreliable Therapists and Sales Associates
- Sales Associates Who Can't Sell
- Team Members that can't work together
- High Turnover

## Solution:

### Use a Consistent 4 Step Hiring Process to hire top quality employees:

1. Look For Similar background: Hospitality, management, retail sales – application/resume
2. Interview(s): Owner/CA
3. Assessments:
  - Clinic Administrator: Insure Survey, Johnston Index, Sales Plus, Personality Plus
  - Jr. Clinic Administrator: Insure Survey, Johnston Index, Sales Plus
  - Sales Associates: Insure Survey, Johnston Index, Sales Plus
  - Therapists: Insure Survey
4. Background/Reference Checks

## Hiring Solutions Recommended Assessments:

### The Insure Survey™

The Insure Survey is designed to help you avoid hiring applicants with low morals and ethics. It takes about 25 minutes to complete and measures attitudes toward Integrity, Reliability, Substance Abuse, and Work Ethic. (\$21.00)

### Johnston Index™

Johnston Index measures basic learned skills in Problem Solving, Mathematics, Vocabulary, and Spelling. (\$7.00)

### Sales Plus™

Sales Plus is designed specifically for the retail environment. It measures three skills – Sales Skills, Customer Service, and Marketing, and three personality traits -- Organization, Motivation, and Competitiveness. (\$14.00)

### Personality Plus™

Personality Plus measures ten personality traits essential to business: Organization, Sensitivity, Imagination, Flexibility, Recognition, Tension, Probing Level, Social Need, Assertiveness, and Competitiveness. Scores are compared to customized profiles based on results from The Massage Envy Excellence Study, 2008. (\$70.00)

## Special Massage Envy Pricing:

### Your initial \$350 package includes:

- Ten Pre-employment reports for Sales Associates -- includes Insure Survey, Sales Plus, and Johnston Index for each candidate. (A \$420 value!)
- No annual fee.
- No annual Internet access fee.
- Store and score option – pay only for reports that you view. All candidates complete all the assessments, but you view and pay for only the reports you use.
- Free 30 – 45 minute telephone training for the Hiring Suite program.
- Free unlimited phone consultations for any questions about understanding reports and candidates.
- Easy to read reports, no psycho-babble.

Call now to sample the assessments!



# Hiring Solutions

\$150 Hiring Suite  
Internet Access Set  
Up Fee Waived!

For more information, call  
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