

DPS Selection System Profile Comparison Chart

	<i>PreInterview Checklist</i>	<i>FranchiZe Profile</i>	<i>Retail Manager Forecaster</i>
<u>Positions</u>			
Retail Franchisees	✓		
Service / Sales Franchisees	✓	✓	
Retail Store Manager	✓	Possibly depending on the franchise	✓
Selection or De-selection tool?	De-selection	Selection	Selection
<u>Predictions</u>			
Overall Recommendation?	✓	✓	✓
Meet Site's Sales Potential?	✓	✓	✓
<u>Beliefs and Attitudes Measured</u>			
Lack of trust in ability of franchisor?	✓		
Likelihood to follow system?	✓	✓	✓
Behave in unethical, unlawful or unscrupulous ways?	✓		
Treat employees and customers in an insensitive and uncaring manner?	✓		
Will work consistently and intensely even in the face of adversity?	✓		
"Lie Scale"	✓	✓	✓
Optimism and Internal/External influences on success		✓	✓
Self worth tied to Work and Identity?		✓	✓
Primarily motivated by money?		✓	✓
Being disciplined and hardworking		✓	✓
Need to control employees		✓	✓
Openness to employee input		✓	✓
Are employees lazy and untrustworthy?		✓	✓
A good persuader?		✓	✓
"Hands On" Management Style?		✓	✓
Will take a proactive approach to advertising, sales and general marketing?		✓	✓
Attentive to needs and complaints of customers		✓	✓
Politeness to customers		✓	✓
"The Customer Is Always Right"?		✓	✓
Introvert or Extrovert?		✓	✓
Comfort level in a structured system – Entrepreneur/Intrepreneur/Employee		✓	✓
<u>Other Considerations</u>			
Training Recommendations?		✓	✓
Included Behavioral Interview Workbook and sample Selection Rating System?	✓	✓	✓
Candidate's Report?		✓	✓
Scoring Available On-line	✓	✓	✓
Scoring by paper and pencil		✓	✓
Customizable through scientific validation studies?	✓	✓	✓

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