



Director, Human Resources
AAA Landscape
3747 E. Southern Ave
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We Beautify the World

Re: Recommendation Letter

To Whom It May Concern,

Last week, author and entrepreneur Bill Wagner, came to our company and gave 35 of our Supervisors and Forepersons training on the McQuaig Institute Personality Test. The title of this half-day event was called "Managing the Gap".

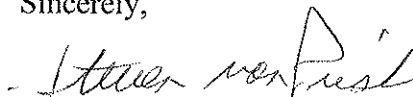
Bill asked all participants to personally take the McQuaig Personality Test and to review their Self-Development Survey. He personally analyzed each employee's results and gave brief, specific feedback to each, both strengths and weaknesses.

Bill then taught participants how to accurately and quickly interpret the test results and what made the perfect candidate for the position being studied, that of the 'Site Supervisor'.

We then learned about how to 'manage the gap' between what was required of this position and where the candidates scored compared to the position's baseline. This training not only sold our front line supervisors on the value of this test in the screening and mentoring process, but also enlightened these key employees about their own personal weaknesses and gave them specific direction on how they could manage *their* gaps.

I highly recommend the use of the McQuaig Personality Test in the screening of prospective employees and the training of new/current employees. It has proven to be a valuable tool in stopping us from hiring the wrong people as well as the training and developing of current employees.

Sincerely,


Steve von Prisk, PHR

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