



WWW.PREDICTIVEPERFORMANCEINTL.COM

CLIENT TESTIMONIAL

Better hiring and integrated teamwork at a national construction company

“What got us started with Drake P3 was a need for more centralized and sophisticated recruiting,” said Jamie Nenahlo, manager of recruiting and employee development at The Boldt Company. “We wanted a consistent approach using competencies and well-designed interview guides. Once we had the competencies for recruiting, it was a small step to use them for employee development as well.”

The Boldt Company is a fourth generation, family-owned construction services firm with a workforce of more than 2,000 people. Adding an assessment tool to their recruitment processes helped the company hire the right kind of people for their culture.

“Many of our projects are negotiated; that means we have repeat clients who come to us with an idea and we help pull together a plan and an estimate for them,” explained Nenahlo. “So we need people who are good at maintaining those long-term client relationships.” To identify people with the right fit Boldt uses Drake P3, often selecting candidates with a high trait of patience. These individuals not only need to manage projects but also nurture these relationships.

“WE GENERALLY HIRE PEOPLE WITH HIGH CONFORMITY BECAUSE WE NEED ATTENTION TO DETAIL ON OUR PROJECTS.”

“In addition to patience we generally hire people that are higher in conformity because we need organization and attention to detail on our projects,” said Nenahlo.

to do well on the job. The Drake P3 profile isn’t the only selection method used but the profiles provide a snapshot that shows them where to dig deeper in the interview. As Nenahlo indicated, hiring isn’t the only place Boldt uses the Drake P3, it’s also great for enhancing team effectiveness.

Boldt has studied the profiles of their high performers and uses them as a guide to see if a candidate is likely

The P3 was able to help one of Boldt’s project managers improve communications with a client. “The project manager was very detail-oriented and would go into his monthly meetings with a binder two or three inches thick. The client had a different style or preference based on the personality profile and just wasn’t interested in the detail. This made for a difficult relationship. By using the Drake P3 and talking through the different communication styles, the project manager was able to alter his style to better suit the client and the conflict disappeared.”

“IT’S A GREAT SYSTEM WITH MANY TOOLS AND CAN REALLY HELP ANY COMPANY WITH PEOPLE MANAGEMENT.”

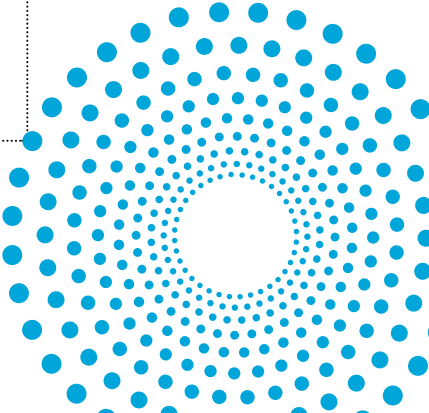
What is exciting here at Boldt is our push to get all the stakeholders on one team: the architects, the sub-contractors, the owner’s representatives and so on. The insights our people get from the assessment help them do a better job of working with all these stakeholders.”

“We haven’t used Drake P3 to its full potential yet and I’m looking forward to using it more. It’s a great system with many tools and can really help any company with people management.”

DRAKE P3 IS AN advanced behavioral and personality profiling instrument that helps companies achieve a good fit between personality and job. Clients are delighted with how it has helped them; here is one company’s story.

To learn more about how P3 can be integrated into your hiring process, please contact:

Janine Smith
2410 Pleasant Valley Road
West Bend WI 53095
Tel: 414.232.6596
janine.smith@
jsperformancestrategies.com
jsperformancestrategies.com



About The Boldt Company

Founded in 1889 The Boldt Company is a great example of a family firm that has lived its values from generation to generation. Operating throughout the United States they provide master planning, design management and construction solution services to customers in industrial, institutional and commercial markets.

Predictive Performance International Owners of DrakeP3 • www.predictiveperformanceintl.com