

The Assessments Center

a division of

The Raffetto Group, LLC

Dishnow & Associates

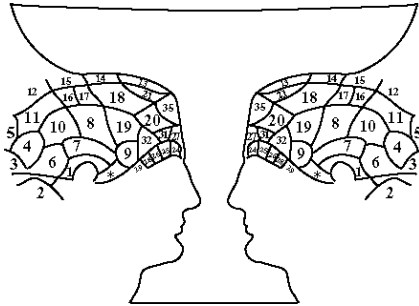
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IF IT EXISTS, WE MEASURE IT!

WHAT WE DO The Assessments Center provides a full array of personnel and organizational assessment tools, both standard and custom built, for use in recruiting, training and evaluation processes. We help you appraise and understand the current personnel conditions in your business so that you can plan for and achieve long-term development and growth. We convert diverse information sources into one cohesive intelligence picture using proven assessment methods that clarify and evaluate the structures, operations, and processes within your business.

The Assessment Center's tools and procedures add hard data to the information you may already have on hiring, turnover, customer satisfaction (internal & external), productivity/costs, quality assurance, employee performance, key result areas, tracking and many other critical topics.

THE TALENT BEHIND THE PRODUCTS The Assessments Center is owned and operated by Dr. Allen M. Raffetto, Ph.D. His education, experience and practice are strongly rooted in the disciplines of testing and evaluation. Dr. Raffetto holds degrees in psychology from Stanford University (B.A.), San Francisco State University (M.A.) and the University of North Dakota (Ph.D.). His training, teaching and research have emphasized cognitive psychology, statistics, psychometrics, and assessment/evaluation. He was a member of the faculty and Chairman of the Psychology Department at Beloit College (Wisconsin) from 1969 to 1984. During those years Dr. Raffetto also held a research appointment at the University of Illinois College of Medicine - Educational Evaluation, and Psychiatry – where he participated in a longitudinal study evaluating the "professionalization" of medical students. He also held a research appointment at the University of Wisconsin-Madison, Department of Psychology, where he studied the reading process.

TECHNICAL EXPERTISE Here's what we've been trained in and have learned how to apply:

- Psychometric Methods, including Test Construction and Psychophysics Statistical Methods, including descriptive, inferential, parametric and non-parametric statistics.
- Experimental Psychology, with general emphasis in memory, human learning and performance.
- Cognitive Psychology/Information Processing, emphasizing reading, memory organization, and cognitive schemata.

PRACTICAL EXPERIENCE Dr. Raffetto founded The Raffetto Group, LLC, a group of business consultants, in 1983. He has helped hundreds of businesses improve the talents of their personnel through the use of assessments and its associated training. More on his consulting programs and services can be found at www.theraffettogroup.com.