

# Production & Labor Guide

PSP Metrics uses a whole-person approach to identify candidates who will be successful in critical Production and Labor roles across industries.

## Manufacturing

- Materials Handler
- Supply Chain Associate
- Production Technician

## Construction

- Construction Laborer
- Skilled Laborer
- Foreman

## Energy & Utilities

- Production Technician
- Meter Reader
- Groundmen

The candidate experience begins with a short job preview to help candidates decide if the role fits what they're looking for and help you avoid costly, early turnover.

### Responsibilities

Operate and monitor machines and equipment.  
Adjust systems to maintain safe, efficient operations.  
Track data using gauges, meters, and control panels.  
Follow safety rules and procedures to meet production goals.

### Challenges

Exposure to hazardous materials.  
Lifting and moving heavy items.  
High attention to detail and safety protocols.  
Rotating shifts, including nights and weekends.  
Staying current with regulations and procedures.

### Rewards

Essential role in industrial production.  
Opportunities for advancement.  
Hands-on, process driven work.  
Contribute to key sectors like energy and materials.



# Production & Labor: Candidate Experience

## Work Knowledge, Skills, & Abilities

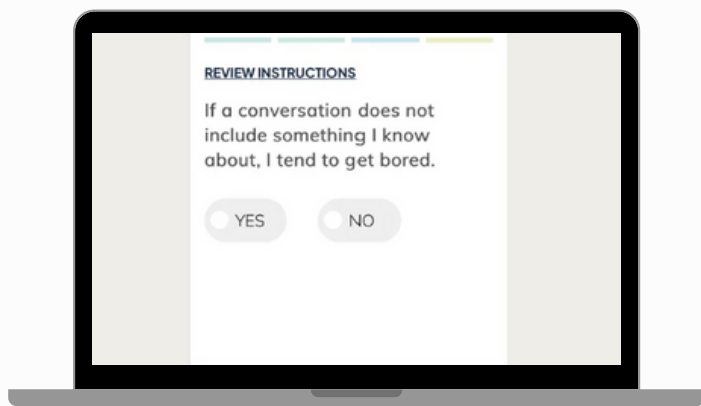


**Mechanical Knowledge:** Understanding and applying mechanical principles.

**Basic Math Skills:** Accurately perform basic arithmetic computations with whole numbers, decimals, and fractions.

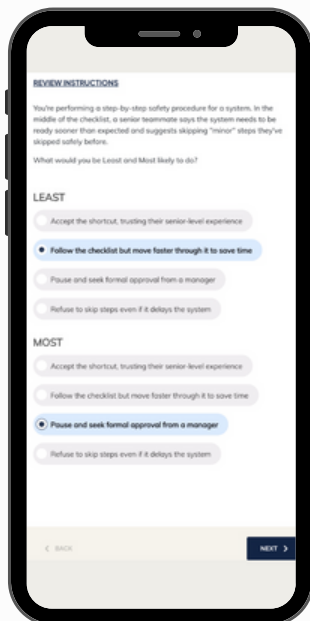
**Attention to Detail:** Accurately identify errors, inconsistencies, or subtle differences in information.

## Work Behaviors



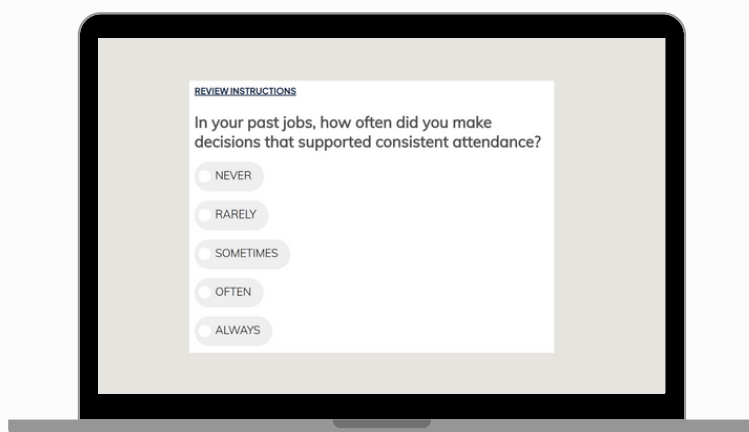
**Core Behavioral Tendencies:** Resilience, Cooperation, Analytical Orientation, Positive Attitude, Energy, Discipline, Assertiveness, and Frustration Tolerance.

## Work Situations



**Situational Judgment:** Evaluating challenging scenarios involving Safety Compliance, Adaptability, and Decision Making.

## Work History



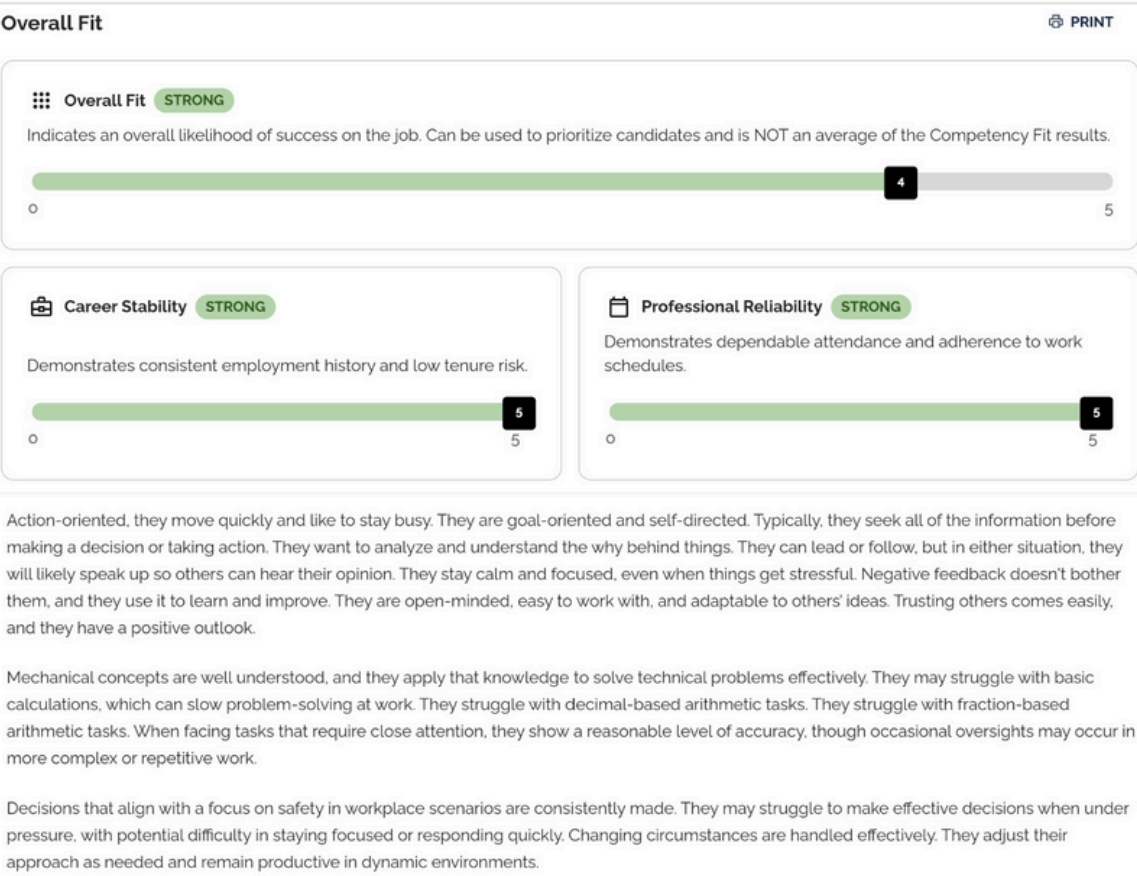
**Safety:** Consistently following workplace safety policies.

**Past Performance:** Demonstrated history of strong job performance.

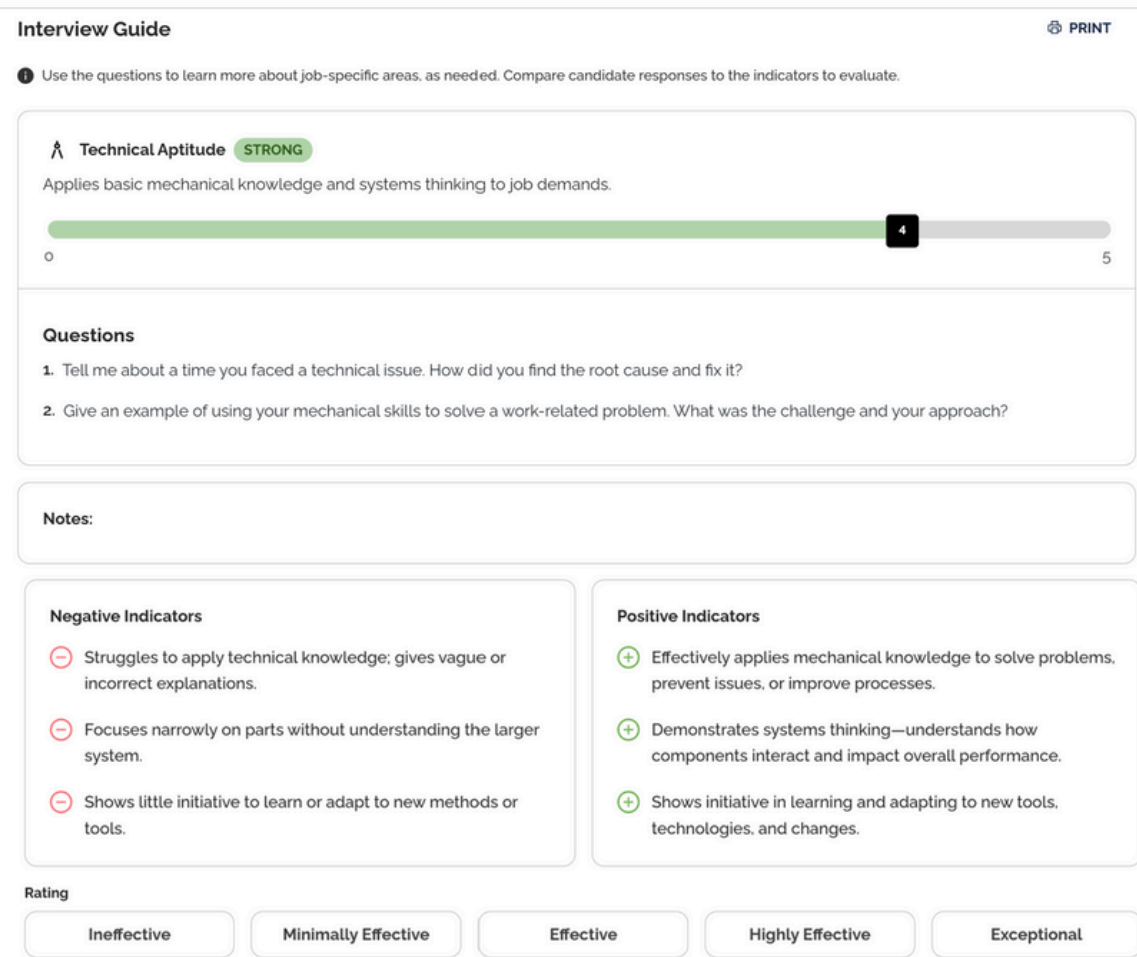
**Professional Reliability:** Dependable attendance and schedule adherence.

**Career Stability:** Consistent employment with low tenure risk.

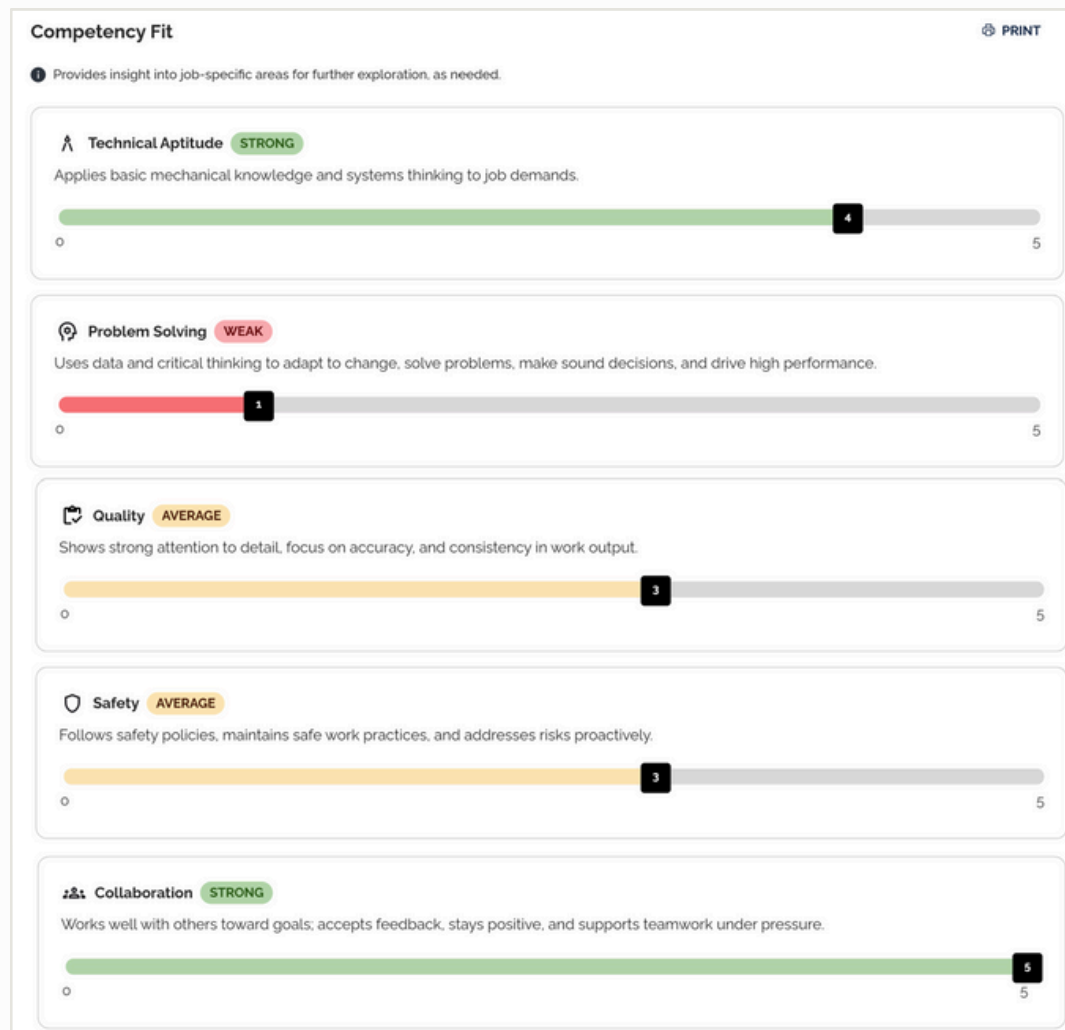
# Production & Labor: Deep Talent Insights



**Competency insights on job-specific areas to understand candidate strengths and opportunity areas to probe.**



**Roll-up scores help you quickly identify candidates with a higher likelihood to succeed.**



**Job-related interview questions to learn more about specific competencies.**

**Candidate responses are compared to indicators, allowing you to make consistent, objective ratings, across candidates.**

# Production & Labor: Workforce Upskilling

Drive targeted upskilling and professional development for your new hires or existing workforce. Results provide actionable feedback for leveraging strengths and improving opportunity areas.

## Development Insights

PRINT

Based on the assessment, results are categorized along with tips for leveraging strengths and improving in opportunity areas.

## Work Behaviors

### Energy DEVELOPING STRENGTH

Likes to have breaks in the action. Gets things done but doesn't feel the need to be constantly working at a fast pace.

#### Tips:

- **Keep Tasks Visible:** Write down or keep a mental list of your top 3-5 tasks for the day/shift. Checking them off as you go keeps you focused and motivated, especially during busy periods.
- **Find Your Flow:** When possible, group smaller tasks together to maintain focus and rhythm. Using natural pauses in the workday to reset your attention can help you stay steady and productive.

### Discipline DEVELOPING STRENGTH

Generally speaking, will follow rules, meet the expected standards, and be dependable.

#### Tips:

- **Set Daily Checkpoints:** Choose one task to complete before lunch and one before the end of the day. This helps build routine without feeling rigid.
- **Use Simple Checklists:** Write down the key steps for your tasks. Checking them off helps you stay organized and avoid missing details.

## Work Knowledge, Skills, & Abilities

### Mechanical Knowledge DEVELOPING STRENGTH

Mechanical concepts are generally understood and used effectively in familiar situations.

#### Tips:

- **Use Visual Aids Regularly:** Refer to diagrams, equipment manuals, and troubleshooting guides while working. These resources help you connect theory to practice.
- **Create a Reference Binder:** Collect notes, diagrams, and examples of common mechanical problems solved. Use it as a quick-access guide on the job.

### Basic Math: Arithmetic OPPORTUNITY

Basic calculations may be challenging, which can slow problem-solving at work.

#### Tips:

- **Practice Mental Math During Routine Tasks:** Use everyday moments—like counting parts, estimating time, or checking measurements—to do quick math in your head. This builds confidence and speed without needing extra time.
- **Set a Small Daily Math Goal:** Pick one thing to improve each day—like estimating totals faster or converting units more accurately. Small, consistent practice adds up over time.

## Work Situations

### Safety DEVELOPING STRENGTH

Decisions with safety in mind are generally made, though judgment may vary depending on the context of the situation.

#### Tips:

- **Use a Pre-Task Safety Checklist:** Before starting a job, review hazards, PPE, and emergency procedures.
- **Pause for Risk Assessment:** When something changes, take 30 seconds to ask: "Is this still safe?" This improves situational awareness.