The Company

Established in 1977 in Manitoba, Decor Cabinets Ltd. is a family-owned, values-based manufacturer of custom kitchen, bath, and specialty cabinetry that sells to markets across the US and Canada. Since implementing The Predictive Index® (PI) in 2014, Marie Siemens, HR Generalist at Decor Cabinets Ltd., credits a shift in morale to the small changes the company has implemented over the last few years. Marie said that "I think it is really valuable that people feel like they have ideas that are worth sharing, it has livened up our workforce to be able to utilize more of what people come to work with every day and for people to see the changes that they can make".

INDUSTRY
MANUFACTURING

EMPLOYEES
500+

GLASSDOOR RATING
3.5

The Opportunity

Since implementing PI at Decor Cabinets Ltd., it has mainly been used as a hiring tool as part of the recruitment and selection process. At the time that they implemented the solution, Decor Cabinets Ltd. was looking for a tool that allowed them to assess the temperament and cognitive abilities of their candidates. After reviewing The Predictive Index's Cognitive Assessment® , it tipped the scale for them as an all-in-one tool that assesses general cognitive ability to retain new information and speed of onboarding.

For 15 years, Marie has been responsible for recruitment and selection and has used the PI Behavioural Assessment delivered by Predictive Success since 2014. Another way Marie uses PI's tools is by helping employees prepare for meetings by reading the person's PI to learn some tips and tricks on how to approach the conversation, the results from doing so have been very positive. "Once people get a hint of what PI can do for them, they want more," Marie said.

The Results

Once Decor Cabinets Ltd. started rolling out PI within the organization, it took off. Referencing the Team Discovery tool as a piece that helps bring employees into the picture who don't have a lot of contact with recruitment, Marie said that "it helps in getting people to believe in what the tools can tell them about the person sitting in front of them." The tool has also allowed Decor Cabinets Ltd. to generate conversations on how they work together, why there are differences between them, and how they can better navigate situations at work.

When using the Job Target Profile tool in the software, Marie said that's when the lightbulb went on in herself and their managers as something that really made a difference. Noting that having that information and putting it to work has truly impacted the quality of a match between a person and a job. Marie said that she's excited about that of course because she knows PI works, but she's also because "I want to make sure we've done a good job to put people in a spot that is going to be really rewarding for them and that's going to achieve what we want."

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It has livened up our workforce to be able to utilize more of what people come to work with every day and for people to see the change that they can make.

Marie Siemens, CPHR, HR Generalist
Decor Cabinets Ltd.

PI CERTIFIED **ELITE**
Partner