

“We are hiring to support our core value of ‘Find Better Ways’ and this is affording us with more people who will actually start the changes that will ensure continuous improvement as an organization”

Erin Michael
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THE RIGHT WIRING TO BRING YOUR ORGANIZATIONAL VALUES TO LIFE

Background

Bridget Lemberg, a pioneer in the development of oral fluid testing techniques, always strived to find a better, faster and more reliable method for drug testing. In 2005 Bridget launched Forensic Fluids Laboratories, specializing in Oral Fluid Testing. an alternative yet more effective and reliable form of drug testing that can identify and quantitate over 130 different compounds.

The Issue

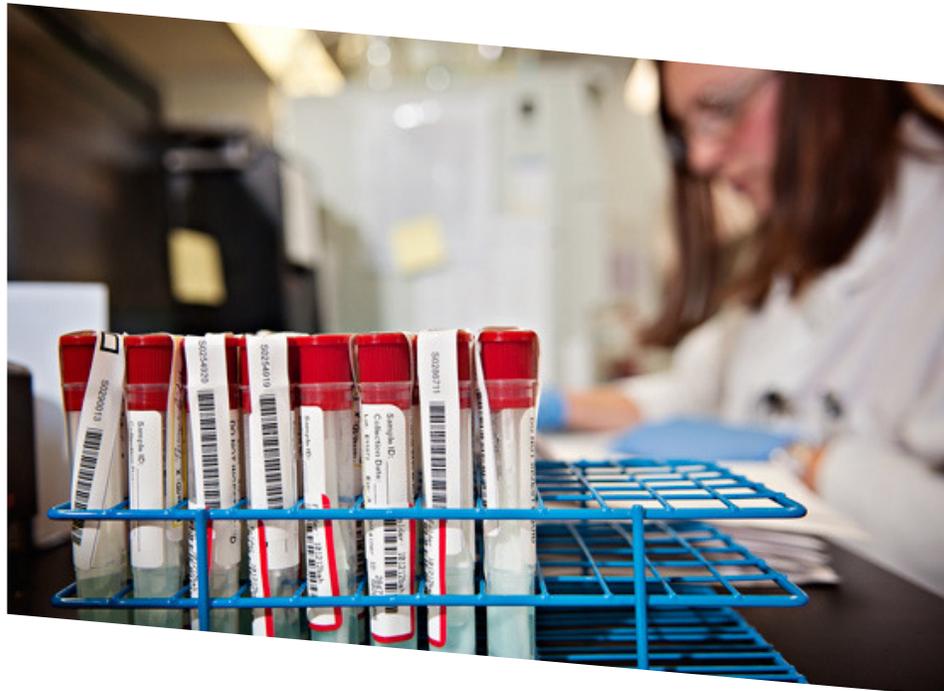
Some of the people we hired fit our culture and the position profile but then soon began to lose their spark and left the organization due to the slow process of implementing change.



AcuMax Index provides Forensic Fluids Laboratories with a common language that is frequently used to express needs and explain challenges. For Erin, she was able to use AcuMax Index to explain this challenge during their company leadership team meeting - **“Our company is compiled of 71% high C’s and 87% High Ds. This is why we are so reluctant to implement changes to move our company forward! To most people the Find Better Ways core value is important and while they assume it also means implementing that ‘better way’ it is always very slow going.”**

The Solution

For Erin, AcuMax Index has helped her assemble the right diversity of wiring profiles to improve the flow of ideas and expedite the pace of change where improvements and innovations are needed.



“We originally brought on AcuMax Index to reduce turnover and hire smarter”. For Erin, the idea of using AcuMax Index to hire for core values was her aha-moment. “Over the last three years, we have reduced the number of High C’s from 71% to 62% affording us more people who will actual start the changes!” Low C wirings like to start change processes and High C wirings are great at implementation. Through adding several Low C wirings to the mix, change started happening at a quicker pace.

To constantly track the benefits of this, Erin re-surveys everyone once a year for three reasons: (1) urges team leaders to identify, understand and take action when a significant portion of the team is de-energized; (2) facilitates annual trainings based on the suggestions from the leadership team or the Adjusted-Self profile to address areas like pace-of-change and information flow; and (3) group surveys of teams and departments to help the leadership team understand why change is so slow and sometimes difficult throughout the entire company.

The Bottom Line

“Find Better Ways” is a core value representing the essence in which Forensic Fluids Laboratories was built on. Erin has used other tools that have either been too costly or used negative language to describe strengths and weaknesses; all of which have limited her ability to solve these issues. “AcuMax Index has been a great fit for our organization. We find value in the services you provide; at a cost we can afford and with the support we need. AcuMax Index has been fabulous with innovation, responsiveness, listening to our needs and creating valuable new software and products.”

AcuMax Index has provided Erin with a BETTER WAY to reduce turnover, hire smarter and develop an evolving company and culture!

For more information on finding a better way aligning people with your core values, please visit www.AcuMaxIndex.com and select the Request Demo button.