



Professional Endorsements

"The undeniable truth: A person's Character and Behavior directly impact performance, productivity, and the bottom-line. In partnering with Future Achievement International, the MERIT Profile proved invaluable, steering leaders to their best selves. This isn't just another tool; it's a guide for HR professionals aiming to sharpen selection, shape culture, and drive employee growth and succession planning. While many tools promise transformation, the MERIT Profile truly delivers. For those seeking HR excellence: This diagnostic tool is a game-changer."

**Melkart Rouhana, CEO
Chief Engagement Officer
MRT Consultants**

"The MERIT Profile has provided the opportunity to see beyond what a candidate's resume and interview tells us about their qualifications. It has allowed us to expand our interview questions and probe in needed areas based on a candidate's profile, allowing us to get a better understanding for how they will approach certain situations and interact with others. More importantly, it has provided us with insights into candidate behaviors which has allowed us to better determine how they will fit with our team and culture. MERIT Profile has been a welcomed addition to a successful hiring process!"

**Heidi Tiller, Human Resources Coordinator
Saskatchewan Construction Safety Association**

I have found the MERIT Profile and MERIT Team Dynamics to be excellent tools to help better understand the character and behavior of new hires and existing employees. I have also found the MERIT Profile to really reveal valuable information that has helped strengthen our internal communications, as well as personal and professional relationships.

**Nick Burrows, Executive Vice President & General Manager
Metal Working Solutions**

"Over the past several years, at the Legacy Bowes Group, the use of the MERIT Profile within our Executive Search and Recruitment Practice has been invaluable. The ability to assess an individual's competencies against those competencies that are crucial to any role, assures us that our clients are being presented the best individuals for the role.

As we know, with most Senior Management and Executive level roles, the individuals know how to present themselves, know how to communicate well, and know how to answer the questions with the answers we want to hear. With the MERIT Profile we can assess the real person behind the presentation. We can have a quantitative assessment that balances the qualitative information we obtain through other methods. The Art of Search and Recruitment is a talent that we can attempt to master through years of experience. Using the MERIT Profile allows us to get closer to mastering the Science of Search and Recruitment."

**Lisa Cefali, B.Comm (Hons)
Vice President Strategic Development & Executive Search
Legacy Bowes Group**

We have used the MERIT Profile for several senior level hiring positions and have realized how effective the tool is to help screen out candidates that do not align and/or fit within our corporate culture. We are now evaluating how we can effectively use the MERIT Profile with our talent acquisition, employee development and retention initiatives.

**Richard Kouwenhoven, President and General Manager
Hemlock Printing**

It was remarkable how accurately the MERIT Profile described each staff member. It was also remarkable how each recruitment report predicted the responses to our interview questions. This is an excellent resource to use for all hiring and employee development initiatives.

**Joel Gardner, Executive Director
Ozark Regional Transit District**

"I have worked with the MERIT Profile for years to help identify and hire key new people that really have the right character to fit into senior leader roles for our companies."

**Walter Mah, Founder & President
North Ridge Development**

The MERIT assessment tool has assisted the re-vitalization of our recruiting process. The result has been more qualified hires based on true fit with our organization. We have come to see the value in utilizing the MERIT Profile assessment internally as well of employee development purposes.

We also have found the MERIT Team Dynamics process to be a great process and tool that incorporates individual MERIT Profile Reports into a team report that contains helpful graphs and charts so we can see the overall group dynamics of specific departments or projects. This process has also helped us understand how a potential new hire will align with a team they are being assigned to in advance of making a hiring decision. The MERIT Team Dynamics process has even helped our team to understand how they can work better with each other."

Director, Human Resources, March Consulting Associates

I have used the MERIT Profile and MERIT Team Dynamics process to hire several team members and also utilized the MERIT Profile information for team building and coaching. Based on my experiences with the MERIT Profile assessment tool I could never return to the more traditional hiring methods that I used in the past.

**Dave Thorne, Deputy Chief of Operations
Winnipeg Police Service**