

# Handwriting Analysis!



Sheila Lowe

How would you like to know – before you hire a new staff member – that an applicant is a dependable team player, willing to take direction, well-organized and a self-starter? Or, that

one who looks like the perfect employee is actually lazy, aggressive, quick-tempered, a flight risk, resistant to training or a troublemaker?

With the upsurge of violence in the workplace, the increasing difficulty of finding qualified workers in a tight labor market and a growing “play ethic” replacing the old-fashioned work ethic, employers are seeking new ways to protect themselves from security risks and expensive hiring blunders that result in a high rate of turnover. Of the profusion of psychological assessment methods flooding the market, one of the fastest growing and least expensive is handwriting analysis. Many staffing services are currently using this powerful, reliable tool to help them identify potential problem employees during the application process.

Consider this example: XYZ Staffing is seeking a receptionist-interviewer. The successful candidate will have a neat appearance, an exceptionally pleasant manner and a good telephone voice. He or she needs to be flexible and deal with many different types of people. Reliability, self-control, stress tolerance, good judgment, stamina and attention to detail are essential qualities for this position.

Jane Johnson, XYZ’s owner, spots a particularly appealing applicant, Louise Brown, who makes a great impression during the interview. Louise has an excellent résumé, her references pass muster and Jane believes her attractive appearance

will enhance the front office. When she sails through XYZ’s screening and application process with flying colors, Louise is hired on the spot.

For the first few months everything goes smoothly. Louise arrives early and stays late. The applicant flow is well balanced and both applicants and clients like her manner. Then, one day, in response to the pressure of rapidly growing hours, Jane creates a new position, office manager and hires an industry pro who immediately makes sweeping changes to existing policies and procedures. Suddenly, Louise starts showing up late for work, snapping at clients and co-workers and is generally moody and uncooperative. When Jane calls Louise into her office and asks

what’s wrong, she denies any problem. The situation deteriorates and after several counseling sessions, Louise is finally terminated for a

poor attitude and bad work habits. She files for unemployment benefits, claiming harassment and XYZ loses additional time and money when required to appear at a hearing.

Unfortunately, the XYZ story is all too common. But what happened? Could Louise’s attitude change have been avoided? What if Jane Johnson had known in advance how Louise might react to sudden

changes in her working environment? And what if she had known that her new office manager would implement major changes that upset the staff?

By **Sheila Lowe**

recent essay & now I'm working  
th my fourth. I have 5 essays  
to finish before February.  
I have to do my exam in the  
beginning of February because

to get along with. I've been career-miffed  
in the past and am now in search for a  
partner and some balance in my life. I

**Which one of these writers is a successful salesperson and which one is a serial killer? Handwriting gives the clues.**

**Of the  
profusion of  
psychological  
assessment  
methods  
flooding the  
market,  
one of the fastest  
growing and least  
expensive is  
handwriting  
analysis.**

