

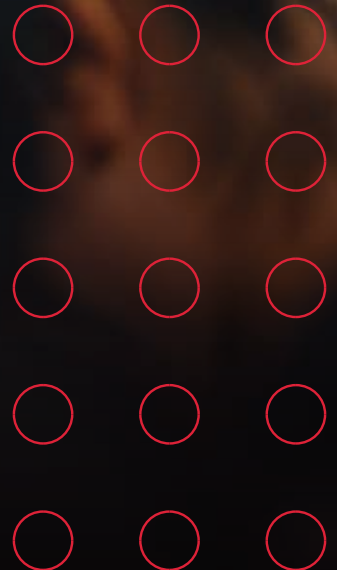
Assessment & Profiling

Exceptional performance
begins with accurate insight

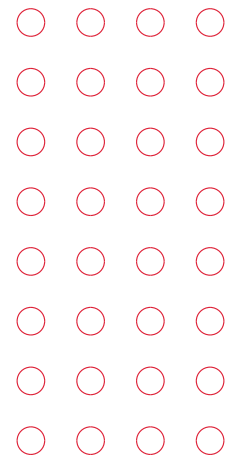
Helping people and
organisations thrive

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Assessment & Profiling



Exceptional performance begins with accurate insight

Mitigate risk and ensure ROI

Whether it is ensuring the right appointment, identifying potential for leadership succession, or assessing individual and team performance, we give you the insight you need to make informed decisions at every stage of the employee lifecycle.

Employ the right people

Employing the wrong person can be costly – as high as three times the role’s annual salary. This can have a serious impact on your bottom-line. We save you time and money by ensuring you get it right, every time.

As part of a selection process our sophisticated online personality profiling and psychometric assessment tools offer accurate and predictive insight into a candidate’s personality, emotional intelligence, job fit, capability and interpersonal style.

This kind of profiling can be an invaluable interview aid for identifying strengths and probing areas for development. It is a proven approach that enables us to predict a prospective employee’s ability to adapt and develop within an organisation, ensuring a cultural as well as technical-capabilities-based fit.

Assessment Centres

When all your candidates look very similar on paper, assessment centres are among the most accurate predictors of who will be the best fit. We work with clients to develop role- and organisation-specific exercises that not only ensure an equitable recruitment process, but also give the right candidate the opportunity to shine.

Identify the rising stars

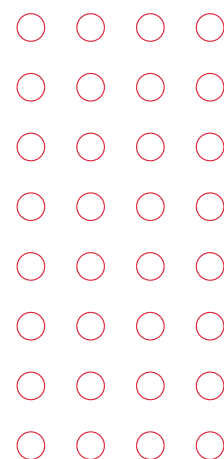
Are your leaders confident, passionate, effective? Are they introvert or extrovert? Do they have vision? Are they adaptable? Do they inspire? Can they nurture the talent of others?

We help you get under the skin of your people to understand how they operate. We'll put a microscope on underlying values and identify their leadership approaches, asking: 'How do they align with your organisation's culture and their role within it?'

As such, we help you focus your resources more cost-effectively by identifying the right talent for career-development investment, based on your organisational objectives.

There is a difference between a true leader and a manager; your organisation needs both. We'll identify who's who, so you can ensure they're fulfilling their full potential within the right role for them.

By identifying behaviours that inhibit the ability to lead, we can coach towards shifting mindsets and improving performance. The aim? To develop self-aware, self-directing leaders able to adapt and impact positively whatever the context.



Improve team performance

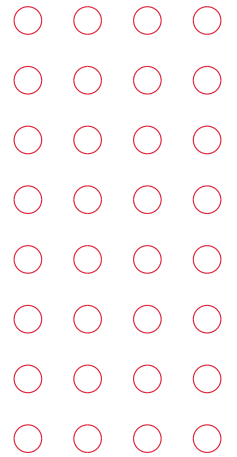
The best teams play to their strengths. To get the best out of your people, you need to know what those strengths are. Testing adapted to give insight into group dynamics will help you ensure every voice is heard and that teams are working efficiently and effectively, aligning complementary skillsets and personalities with project, team and organisational objectives.

The most convenient part is, that all assessments are available online, are simple to navigate and results can be shared through virtual technologies.



Your expert people and performance partner

We are a consultancy of industry experienced HR professionals who specialise in developing cultures where people can be successful.



We are accredited practitioners in the use of Insights and Thomas International assessment and profiling tools. Our experience and expertise in interpreting the results from these market-leading solutions enable us to transform accurate data into meaningful insight tailored to the needs of your organisation.

We offer a range of assessment & profiling options, including:

Insights® Discovery

Enable your people to understand themselves and their colleagues, developing more respectful, productive, and positive working relationships, even across virtual and cultural boundaries. A simple and memorable four colour model methodology helps people understand their style, their strengths, and the value they bring to the team. Individuals will gain a common language that has wide-ranging benefits, including the creation of a safe platform for feedback conversations and conflict resolution.

Thomas International

Personal Profile Analysis (PPA)

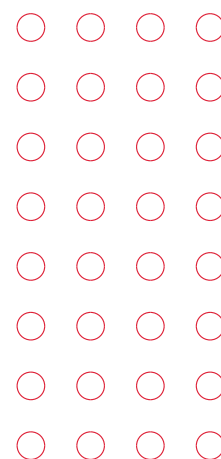
Gain rapid and deep insights into a person's behavioural preferences and communication style, allowing you to evaluate their fit for certain job roles and their preferences for communicating with others. Using four main profile factors: Dominance, Influence, Steadiness and Compliance, PPA provides information on fears, motivators, values, and behaviours – including how they behave under pressure.

360 Feedback

This assessment quickly and easily enables people to gather performance feedback from their managers, colleagues, team members, and customers and then compare this feedback with their own perception of their performance. A powerful way of spotting performance gaps, it also shows you how self-aware a person is and how they impact on the rest of the organisation.

Emotional Intelligence

The Questionnaire (TEIQue) can help you understand an person's emotions and how they react to the emotions of others. Highlighting strengths and limitations, it shows how they react under pressure, how well they develop new relationships, and how self-motivated and adaptable they are. It's a useful tool for appraisals, leadership training, work and life coaching, talent development, measuring employee morale, team building, recruitment, and selection, among other uses.



The High Potential Trait Indicator (HPTI)

Understanding a person's personality traits provides valuable insight into how they approach their work and whether their strengths may become their derailers. It measures six key traits that affect work performance. Most importantly, it also indicates the sorts of approaches someone may use if they achieve a senior leadership position, offering insight into where that style might be most effective.

General Intelligence Assessment (GIA)

This is a cognitive ability assessment. It measures an individual's aptitude in key areas, including: Reasoning, Perceptual Speed, Number Speed & Accuracy, Word Meaning and Spatial Visualisation. It's a great assessment for understanding where training investment is needed. Measuring mental capacity, it can help you ensure employees remain sufficiently challenged and motivated and helps with the identification of potential leaders who have the skills to drive change.

Employee Engagement Assessments

Understanding engagement trends in your organisation allows you to focus your efforts in the right places (increasing engagement will directly boost the productivity). The assessment reveals the prevailing management styles in your organisation. From Participative, Autocratic, Laissez-faire to Informal, they help you understand the primary motivators of teams and groups across your business. We utilise this insight to build targeted well-being programmes.

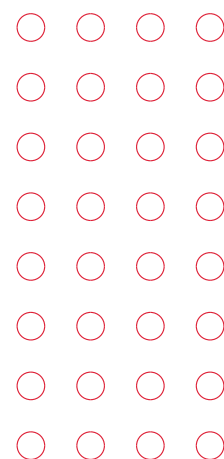
Skills Assessments

Whether hiring for a specific role or identifying areas for development, sometimes you simply need to test hard skills. From MS Office functionality, call centre listening and keying, keyboard and secretarial skills to literacy and numeracy, we offer a series of over 100 tests designed to measure specific competencies. Simple and straightforward, they are all available online and offer clear, concise reporting.

So how does it work?

From simply administering the processing of reports to full interpretation sessions with candidate and employee feedback support – or any combination in between – we offer complete flexibility designed around your objectives.

One-to-one or group interpretation sessions can be powerful drivers in the creation of next-steps action and development plans.



Identifying strengths and areas for development is only the beginning of the journey, however. To find out how we can help you translate this insight into tangible performance improvements, please do not hesitate to get in touch:

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