

DYC ASSESSMENTS

MANAGEMENT ASSESSMENTS



DISCOVER YOUR CAREER

WHY ASSESSMENTS



- In the context of the global economy, recruitment techniques have greatly evolved in recent years
- Experience shows recruitment processes still have a high and costly failure rate.



- Lack of information about candidates' personality traits, motivations, and interests, all of which are too often overlooked
- 'Human' is always the resource employed and not a CV
- An interview alone is a weak predictor of professional success.



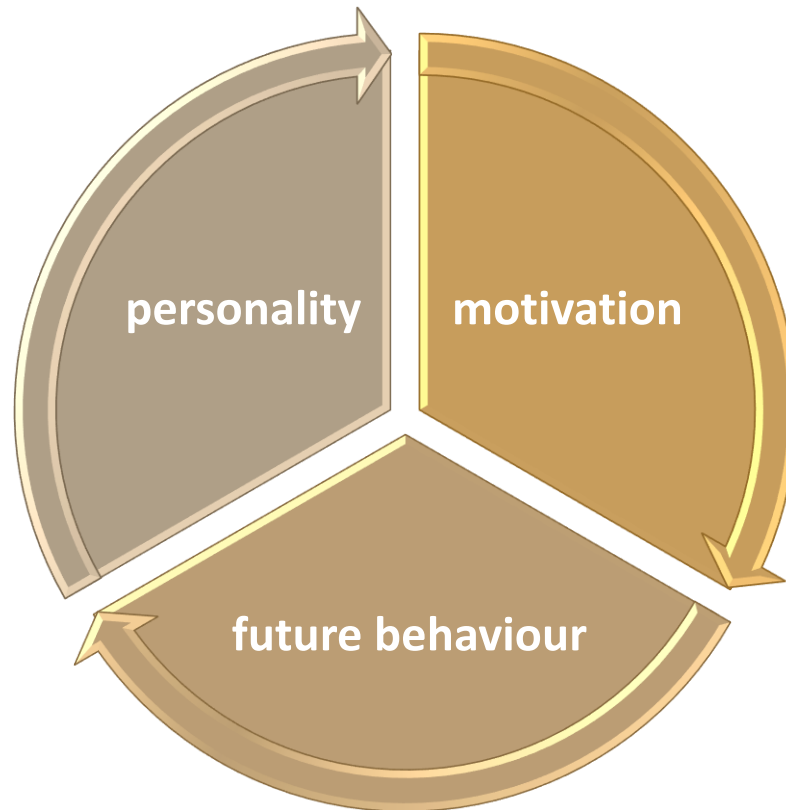
Approach

- Numerous studies have shown that combining interviews with psychometrics tests can significantly improve the success rate, reducing selection errors by up to 24%.
- Our assessments provide key information for the identification of candidates' potential, thereby increasing the efficiency of your decision-making.

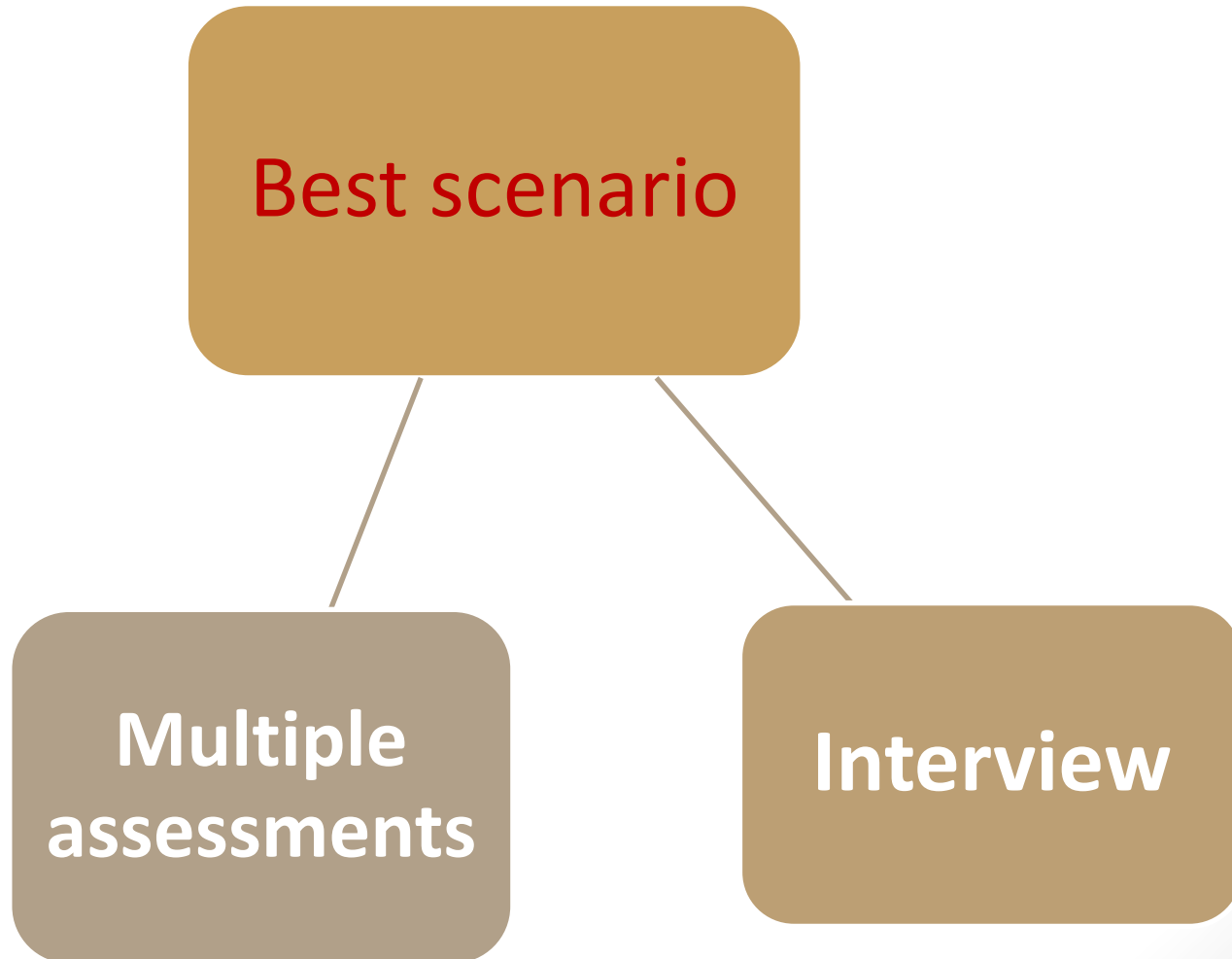


Approach

- Best Prediction



Recommendation











TYPES OF ASSESSMENTS

| DESIRABILITY | TEST | APPLICABILITY |
|-------------------------|-------------------------------------|---|
| Personality & Attitudes | Professional Profile 2 (PP2) | Uncover Hidden Talents |
| | Big Five | Measure ones' dominant personality traits |
| | Work profile | Reveal candidates' behaviours and job compatibility |
| Management & Sales | CTPI-R | Assess managerial potential and identify future leaders |
| | Sales Profile -R | Measure sales potential and aptitudes |
| Occupational | Vocations | Explore an individual's career aspirations |
| Emotional Intelligence | Emotion | Evaluate and develop emotional abilities |
| Reasoning & Thinking | Reasoning Test -R | Evaluate reasoning abilities |
| | Reasoning Spatial | Measuring spatial reasoning abilities (STEM) |




PROFESSIONAL PROFILE 2

| | | |
|---|--------------------|--|
|  | Measure | It analyses, with scientific accuracy, the traits that influence the behaviour and performance of an individual at work. |
|  | Target | Graduates, intermediate-level professionals, and middle management |
|  | Application | Recruitment, career management, career cohesion |




BIG FIVE PROFILE

| | | |
|---|--------------------|--|
|  | Measure | It's a personality assessment measuring five major personality traits that define and differentiate people from an early age based on a Five Factor model. |
|  | Target | Students, temporary staff, recent graduates, or anyone interested in personal development |
|  | Application | Recruitment, Career guidance, personal development |

WORK PROFILE

| | | |
|---|----------------|--|
|  | Measure | It's a personality assessment designed especially for entry-level jobs, requiring a lower level of qualifications. It measure an individual's work personality through their workplace, social and emotional traits, as well as the values and aspirations that drive them forward |
|  | Target | All candidates or employees; suitable for those at entry level, or with lower level qualifications |
|  | Application | Recruitment & Career guidance |




CTPI-R

| | | |
|---|--------------------|---|
|  | Measure | It's designed to help evaluate the managerial potential, behavioural competencies, and leadership skills of managers and CEOs. |
|  | Target | Executives, managers, and aspiring managers |
|  | Application | Recruitment, internal mobility & Development programs |




SALES PROFILE-R

| | | |
|---|--------------------|--|
|  | Measure | It identifies the potential, competencies and motivations needed to succeed in sales. |
|  | Target | Sales-force, Business development, MBA students |
|  | Application | Recruitment, training, internal mobility, sales force audits & career management |




EMOTION

| | | |
|--|--------------------|--|
|  | Measure | Levels of <u>intrapersonal</u> skills such as self-control, self-awareness, self-motivation and <u>interpersonal</u> skills such as maintaining good relationships, motivating others and influencing them |
|  | Target | All profiles |
|  | Application | Recruitment, Training and managerial development |




VOCATION

| | | |
|---|--------------------|---|
|  | Measure | It's designed to be used in a wide spectrum of career guidance activities. It helps candidates choose an occupation, plan their career, and grow as professionals in the workplace. |
|  | Target | Students and all profiles |
|  | Application | Orientation & mobility, Recruitment, Skills assessment/training courses |

REASONING TEST-R

| | | |
|---|--------------------|--|
|  | Measure | Evaluates cognitive abilities like logical thinking, numerical analysis, verbal communication that is required to perform in a professional environment. Useful for roles requiring good analytical skills or in a complex work environment. |
|  | Target | Job-seekers, employees and students |
|  | Application | Recruitment, Selection for colleges/business schools, internal mobility |

REASONING-SPATIAL

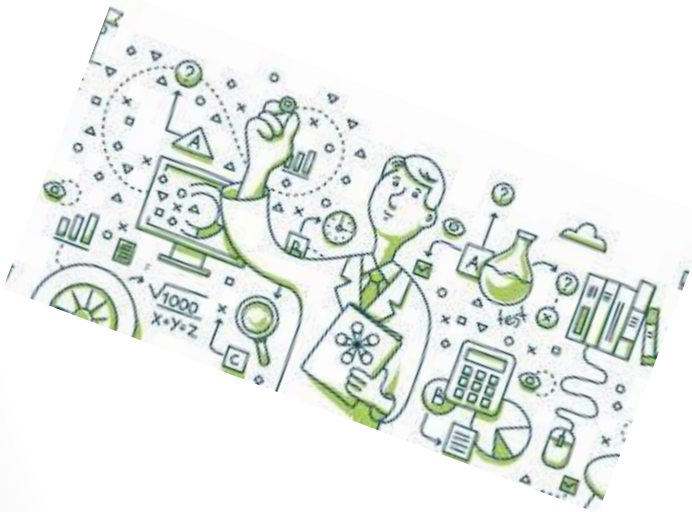
| | | |
|--|--------------------|---|
|  | Measure | Measures the spatial reasoning abilities of an individual and offers a reliable estimation of his ability to combine concepts based on projective skills. |
|  | Target | STEM (science, technology, engineering, mathematics) and no- STEM professions such as marketing & design. |
|  | Application | Recruitment, selection on universities and Business schools (learning styles) |

WHY CHOOSE OUR ASSESSMENTS?

Adapted to work environments



Scientifically validated



Integrates into your organisation's competencies





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*Thank
you*

