

# MANAGEMENT ASSESSMENTS



## PROFESSIONAL PROFILE 2

Psychometric tests adapted to work environments



# PROFESSIONAL PROFILE 2

Uncover hidden talents and predict job performance

**Professional Profile 2** is a new personality assessment, designed and validated using the most recent method in psychometrics. It analyses, with scientific accuracy, the traits that influence the behaviour and performance of an individual at work.

## 22 key potentials related to behavioural skills and attitudes

1. Discretion
2. Interpersonal Skills
3. Conflict Resolution
4. Strategic Planning
5. Willingness To Learn
6. Team Leadership
7. Results-Orientated
8. Networking
9. Quality-Orientated
10. Organisational Skills
11. Challenge & Competition
12. Initiative
13. Team Building
14. Conformity & Integrity
15. Taking Responsibility
16. Business Acumen
17. Mentoring
18. Respecting Instructions
19. Innovation
20. Stress Management
21. Adaptability
22. Influencing Skills



**Professional Profile 2** measures 14 set of opposing dimensions (e.g. introversion vs. extraversion, flexibility vs. firmness), resulting in an analysis of 28 aspects of personality and motivations.

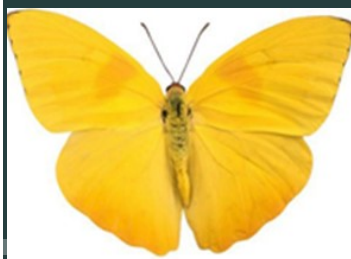
This two-dimensional approach reflects the subtle nature of personality and motivations better than a one-

dimensional approach does. The assessment minimises the impact of social desirability by its use of ipsative question structures and the Thurstonian IRT model of analysis. This increases **Professional Profile 2's** reliability.

**Professional Profile 2** meets the psychometric criteria established by the European Standing Committee on Tests and Testing and has been registered with the British Psychological Society (BPS) analyses 19 personali-

## CHARACTERISTICS

Target audience	Graduates, intermediate-level professionals, and middle management
Questionnaire	112 questions
Time	12-15 minutes



*Know how the pieces of your life fit together*

## PP2 APPLICATION

### Recruitment

**Professional Profile 2** gives insight into the way a candidate behaves and interacts with others, as well as their strengths and potential limitations. The framework allows you to compare their potential with the skills required for the position. You can conduct a deeper analysis by incorporating your own job referential or competency framework, thereby obtaining a more accurate fit with the job position.

### Career Management

The two-dimensional approach of **Professional Profile 2** facilitates a better understanding of candidates' strengths and areas for improvement. It can be used to establish appropriate training programmes, thereby enabling people to develop their talents, or to guide them towards a career path in which they can thrive.

### Team Cohesion

**Professional Profile 2** is the perfect tool for obtaining expert insight into your teams' synergy. By identifying individuals' potential, it is possible to predict potential sources of tension, improve teamwork, and build effective teams. Our consultants will assist you in establishing a customised plan of action for the development of team cohesion.



### STRENGTHS

Identifies personality, behaviour, motivation and values in a single questionnaire

Uses ipsative structure of the Thurstonian IRT model to avoid social desirability

Comparison with a standard referential of 138 groups of professions

Profile matching with 9 work-focussed personality types and 22 competencies

Easy to understand reports, without psychological jargon

Internationally recognized, and registered with the British Psychological Society (BPS)

Can be used alongside Talent Map module to match candidate's suitability with sales and management skills

### REPORT PRESENTATION

General profile, Graphs, Detailed table

Description of 28 aspects of personality and motivations

A profile summary & personalized comments

An analysis of strengths, weaknesses, and areas to develop

A comparison with 22 work competencies & 138 groups of professions

Profile matching with positions within the organisation



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# What is your Hidden Talent?

*Please call or email us for a quotation*



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