

Profile:Match2™

# MADE TO MEASURE

Intelligent Personality Assessment



**pcl** opening minds

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# INTELLIGENT PERSONALITY ASSESSMENT

In the wake of the internet explosion, personality assessment has become commonplace. Usage has burgeoned and, with the commercial opportunities, new instruments are rushed to online publication. Personality assessment is a science; much more than a ritual or a fascinating addition to recruitment and selection.

In PROFILE:MATCH2™ we offer evolution rather than revolution. On the foundations laid by the originators of psychometrics, we have built an expert system that reinvents the process, rather than the measurement technology, and delivers tailored assessments in the everyday language of work place behaviours and competencies.

Our concession to modernity lies in the emphasis on user interface, access and ease of use. Decades of personality research allow robust generalisations to be made; generalisations that form the basis of expert judgement in the field. These expert judgements are captured by our algorithmic approach.

What you get in PROFILE:MATCH2™ is the combined expertise of highly experienced business oriented psychologists. Our proprietary algorithmic approach to profile interpretation is underpinned by classic psychometric techniques, a consensual body of global personality theory and detailed research and development.

See our latest PROFILE:MATCH2™ Research Report for competency profiles across jobs and industry sectors. To get your copy, either call us, email us, or download a copy from our website.

## Decisions, decisions...

Are you having this much fun sifting candidates?



**Do you know  
what you're  
looking for?**



## 01. JAS

If you don't know what you're looking for you're not going to find it

- > Not sure what qualities you're looking for in your ideal candidate?
- > Have you linked your assessment process to the behaviours and competencies required?

The Job Analysis Survey (JAS) identifies the critical competencies for the job. Selection processes are easily derailed if hiring managers are unclear about what they are looking for; which characteristics are really essential, which are desirable, and which are incompatible with high performance. To make the best hiring decisions, it is necessary to identify the 'must have' competencies.

The JAS gathers information from those that know the job best (up to 50 participants if you like), whether HR professionals, managers, supervisors or people with past or current experience in that role.

Your JAS report prioritises all the competencies in the PROFILE:MATCH2™ competency library, lists them in order of priority for the role in question, and indexes them to show the relative importance of each.

JAS is a FREE service to all registered users.



Profile:Match2™

UNIFORMITY  
CORPORATE CLOTHING



**Are you  
looking for  
a better fit?**

## 02. SELECTION

### Tailored assessment yields meaningful and relevant outcomes

- > Are your assessments matched to each job?
- > Do they make sense to decision-makers?
- > Are interpretations objective and consistent?
- > Do they maximise the personality/behaviour relationship?

PROFILE:MATCH2™ delivers Sifting and Selection Reports and Interview Guides, all focused on the competencies deemed essential for a particular job. The system is underpinned by a bank of researched, validated and standardised personality items capable of addressing the full panorama of personality. In various combinations and weightings, these elements can be tailored to address the precise requirements of any role.

All you need to do is identify the characteristics required for this appointment from the PROFILE:MATCH2™ competency library (or you may have done this using the JAS). PROFILE:MATCH2™ then builds your bespoke questionnaire and emails you the instructions needed by your candidates to complete the questionnaire online. Once completed, their reports are delivered immediately to your inbox.

#### Simple two step setup:

- Step 1:** select your competencies
- Step 2:** forward the instruction email to candidates



Profile:Match2™

Has he fulfilled  
his potential?



## 03. PERSONAL DEVELOPMENT

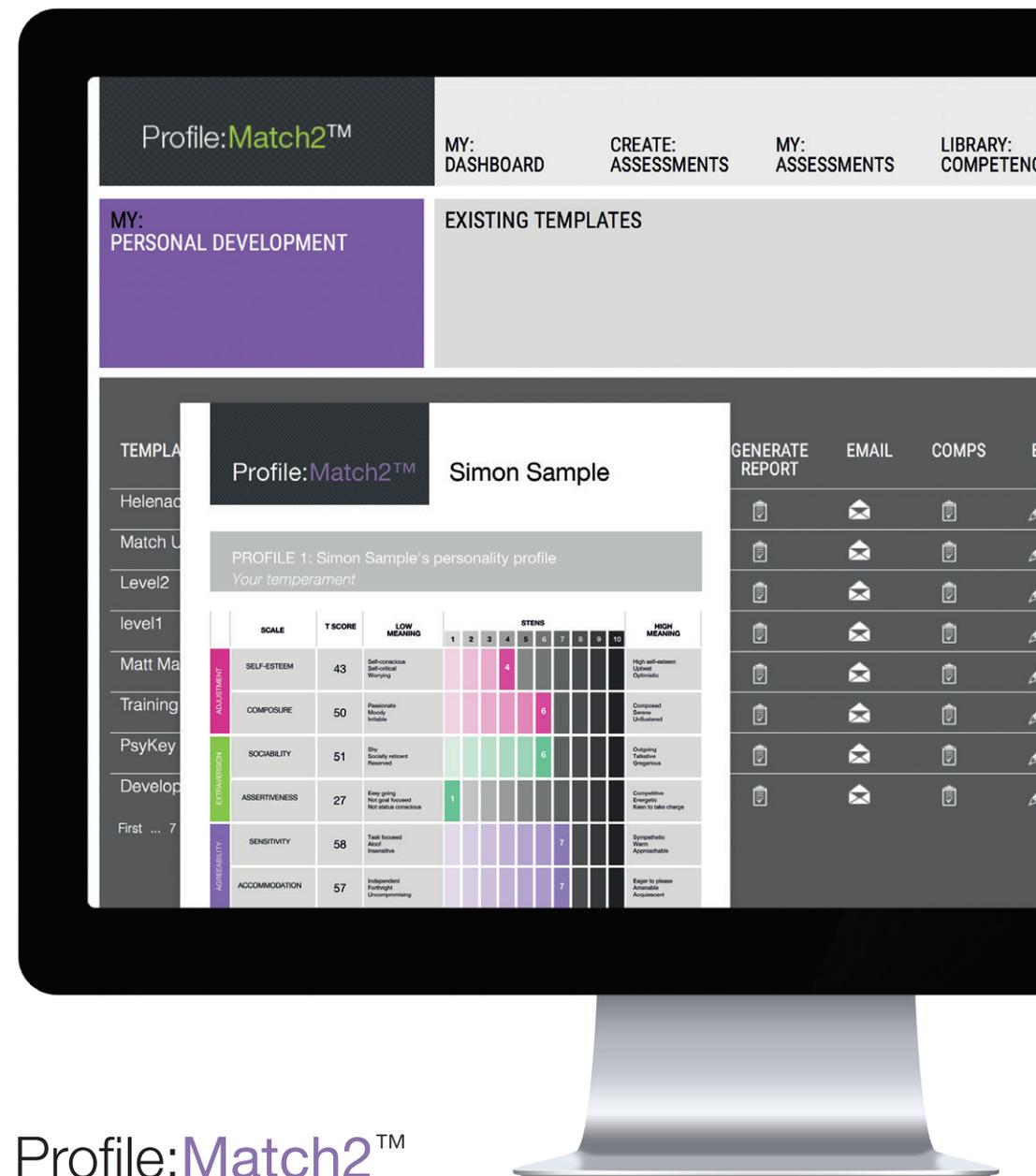
### Realising investment in your Human Capital

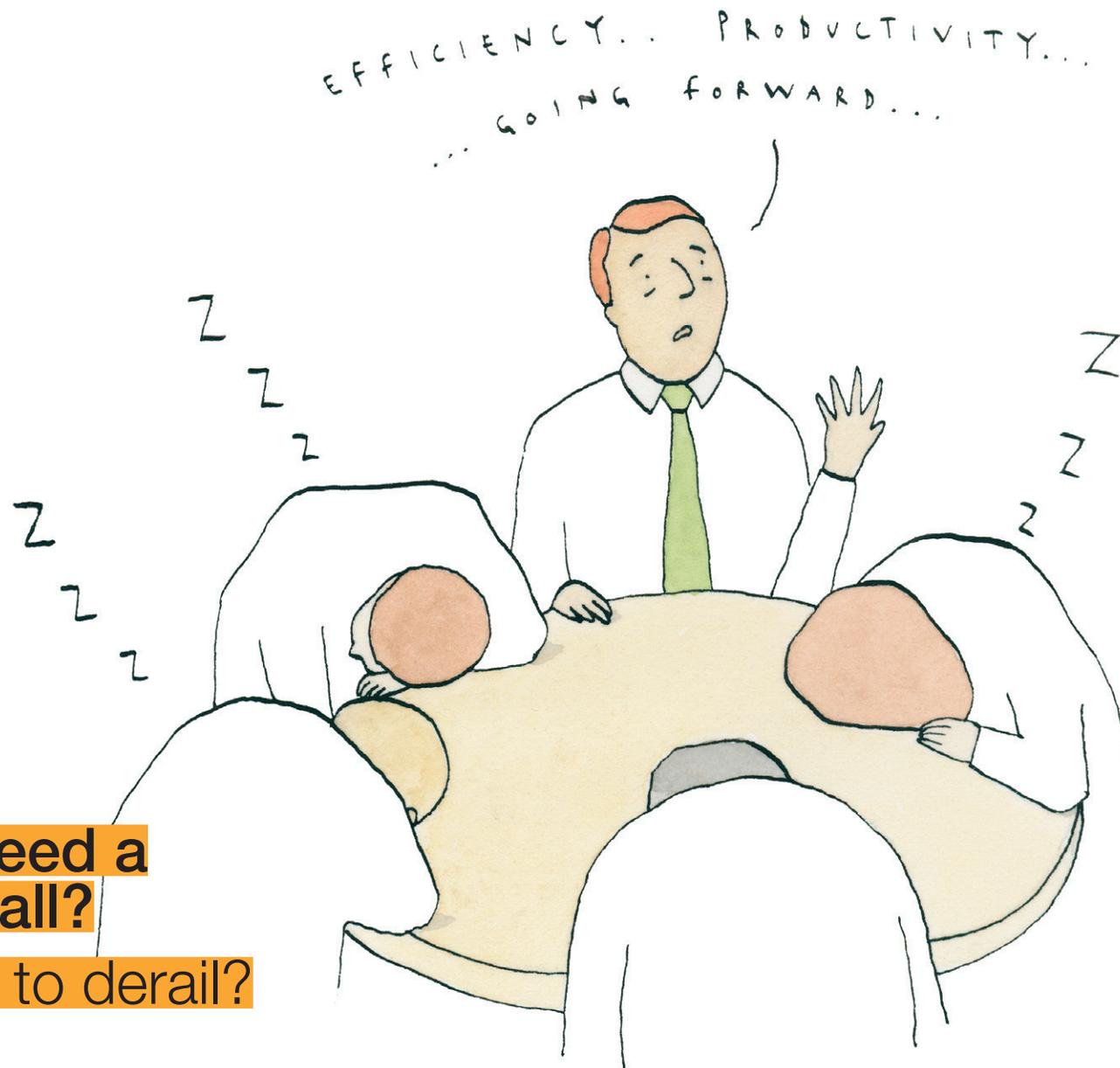
- > Are your staff sufficiently challenged?
- > Do they need a change of focus?
- > Are they motivated to maximise their talents?
- > How can you capitalise on your talent pool?

Human capital is an organisation's greatest asset. Staff development is the ultimate win-win strategy. Investment in the existing team, focusing on developing and promoting talent trumps over-reliance on recruitment of new staff on many fronts – from cost, to morale and commitment.

Are your employees making the most of their skills? Could they extend their contribution, be better suited to a different position or benefit from an alternative challenge in their existing job? It may be better to develop talent internally and to promote than to run the risks of recruitment.

PROFILE:MATCH2™ Personal Development Report offers a complete audit of an individual's potential from a personality perspective. Based on high status psychometric information, it considers the implications of each profile for aptitudes and competencies at work. It offers an authoritative alternative viewpoint against which an individual can review their current self-perceptions, allowing them to set new personal goals and objectives and to map out realistic and attainable paths for personal development and for career planning.





**Does he need a  
wake up call?**

**Is he going to derail?**

## 04. 360° FEEDBACK

### Self awareness is the key to effectiveness

- > Are your leaders and managers living in a feedback bubble?
- > Is anyone giving them honest advice?
- > Do they need some perspective from their colleagues?

P:M360™ assessments are based on the key competencies for any role. In this approach, an individual's self-ratings of performance are compared to observer ratings from line manager, peers, direct reports or clients. Uniquely, in P:M360™, these performance ratings are considered against the background of candidate potential – the extent to which their personality is likely to facilitate performance. This all-round 360° perspective provides a particularly robust assessment, and a sound basis for reviews, appraisals and personal development.

#### Some key features:

##### Precision

- fully psychometric potential ratings
- norm-based performance ratings
- tailored to key role competencies

##### Flexibility

- raters designated or chosen by the assessee
- opt for competency related questions
- add open-ended questions

##### Automation

- fully automated data collection and management
- handles all communication with candidates and raters
- results are both scored and interpreted

##### Project Management

- step by step guided set up process
- surveys saved for future projects
- progress tracking at every stage
- manage communication with all participants



Profile:Match2™

# PROFILE:MATCH REPORT OPTIONS

## 01. JAS

JAS Report



In the JAS report, all the competencies from the PROFILE:MATCH2™ competency library will be listed in order of priority for the role in question, and indexed to show the relative importance of each.

## 02. SELECTION

Sifting Report



The one page Sifting Report displays a candidate's competency profile and asks a series of questions addressing any mismatch to explore what the implications of each of these might be. These are low cost reports and, for shortlisted candidates, an upgrade to the full Selection Report is available.

Selection Report



The Selection Report displays a candidate's competency profile and then provides in-depth analysis of each competency and explores the behavioural implications for the candidate of their particular profile. Depending on the degree of fit there may be some Areas to Explore further.

Interview Guide Report



The Interview Guide Report is also available as an upgrade for shortlisted candidates. Questions for each competency help you confirm the individual's competency profile and establish their fit with the job.

Feedback Report



The Feedback Report is designed to be given to candidates for their own information. It describes their personality profile but only for those aspects of personality that were assessed for the PROFILE:MATCH2™ template used for the job.

## 03. PERSONAL DEVELOPMENT

Personal Development Report



The Personal Development Report provides both a personality and a competency profile. It enables a structured review of current understanding of strengths and limitations and gives an additional competency-based perspective. This sharpened focus will enable individuals to plan a realistic and attainable path for future personal development and for career planning.

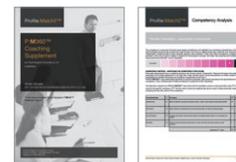
## 04. 360° FEEDBACK

360° Feedback Report



A 360° Feedback Report is designed to help the candidate understand how their behaviour is perceived by others and provide the basis for a re-evaluation of their talents and limitations, and to confirm the behaviour that is most likely to get results.

360° Coaching Supplement



The 360° Coaching Supplement provides an additional resource for the personal development of the individual, offering deeper insights into the extensive pool of information generated by the P:M360™ system. It should be used by the coach or manager alongside the corresponding Feedback Report.

# PROFILE:MATCH CERTIFICATION

As creators of Profile:Match, our workshops provide in-depth introductions to the Profile:Match2® and Profile:Match 360 tools. The Profile:Match360 qualifying workshop is essential for your use of the programme and the Profile:Match2® workshop is an optional course for those interested in deepening their knowledge of the Profile:Match2® assessment.

## OPTIONS

### 01. QUALIFYING WORKSHOP



Half day introductory workshop reviewing the personality and competency models that make up the tool as well as how to interpret scores and structure and debrief with a candidate based on their results.

Delivery options: Face to face or Webinar

#### OPTIONAL

For dates, locations and prices please contact [info@psychological-consultancy.com](mailto:info@psychological-consultancy.com) or call us on **01892 559540**

### 02. P:M360™ CERTIFICATION



P:M360™ offers an unrivalled basis for appraisal and personal development.

This one-day workshop will coach you in how to deliver effective 360-degree programmes for your organisation, avoid common pitfalls, and develop your confidence in applying best practice. You will also gain first-hand experience of the process by completing your own 360 Feedback Report. This workshop is essential in order to use Profile:Match360.

Delivery options: Face to face or online certification

#### REQUIRED

For dates, locations and prices please contact [info@psychological-consultancy.com](mailto:info@psychological-consultancy.com) or call us on **01892 559540**

# Assessments for the complete employee life cycle

