



Profile: Match2

Selection and Development with a
Competency-Based Assessment

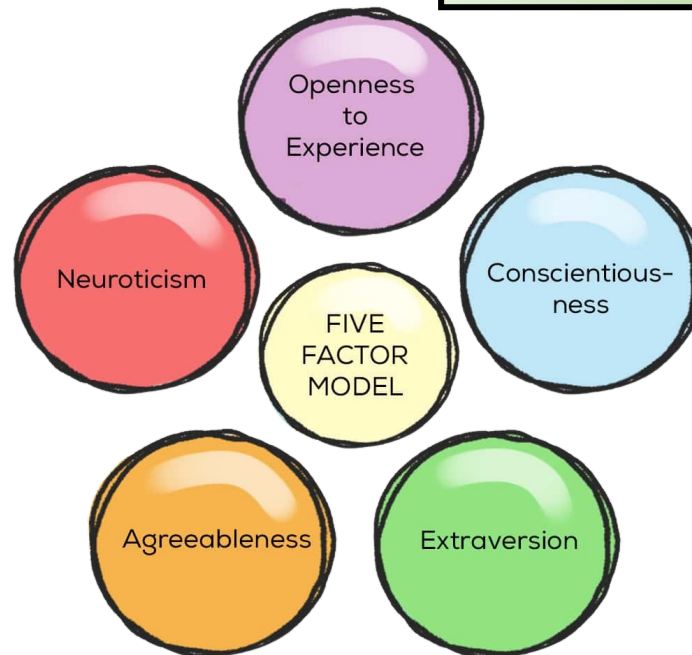
Agenda



1. Personality Assessments
2. Competency Fit
3. PM2 Reports

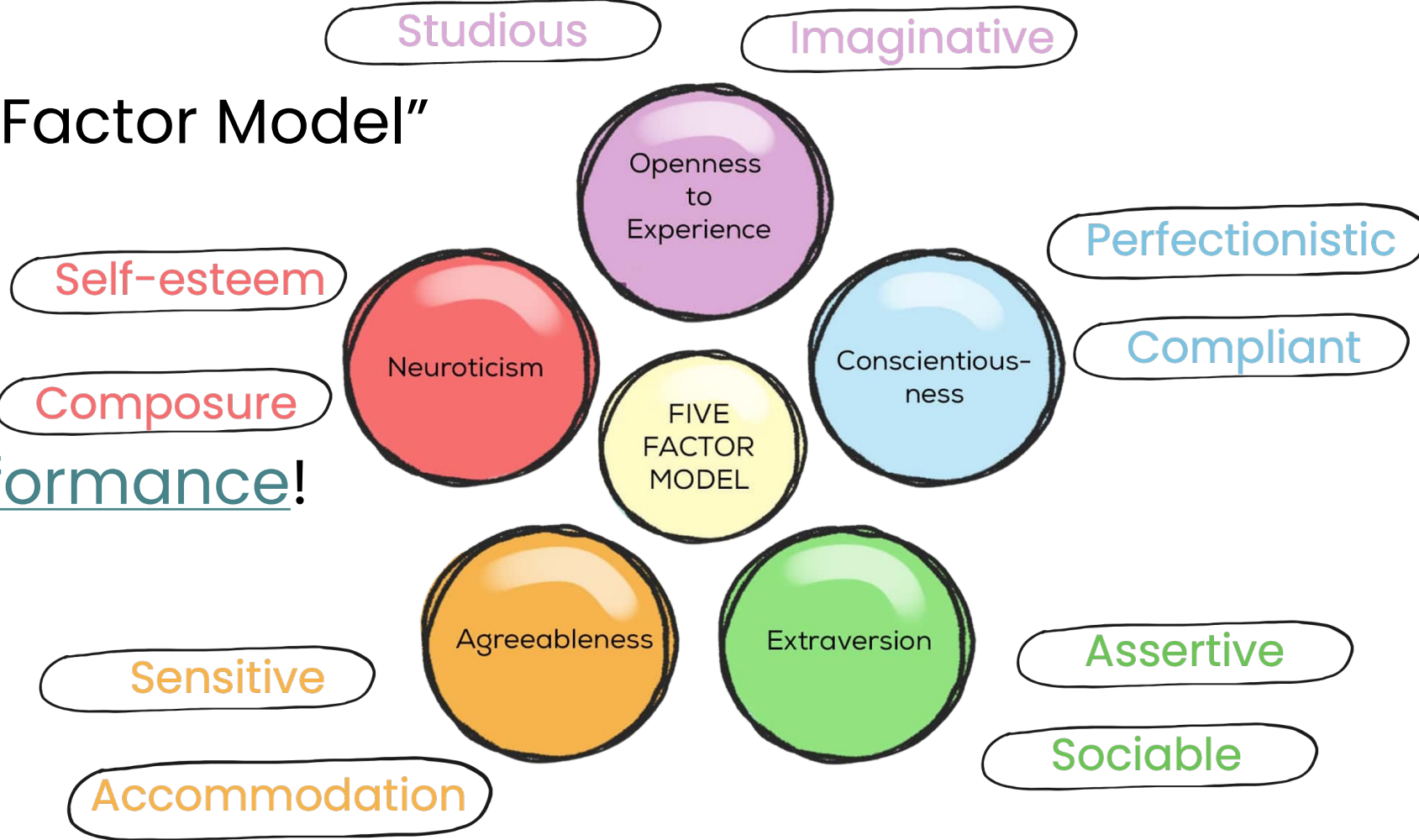
Why Personality?

- It is predictive of performance
- Type vs Trait models
- FFM “gold standard”



Profile: Match2 Assessment

- Rooted in the “Five Factor Model”
- It is highly reliable
- And it predicts performance!



Competency Metrics

- Mix the primary colours
- Underpinned by psychological science and research

E.g. Communication skills

Sociability + Self-Esteem +
Sensitivity + Accommodation



Choosing Competencies

- How do you choose which competencies you need?
- You can choose from the list of names and descriptions
- Or use the JAS to help highlight which competencies are critical
- Move from palette to painting



From Setup to Reports



Profile:Match2 Reports

- Sifting Report

Profile:Match2
Company Name
Job Title

Sifting Report
Sofie Sample

by Psychological Consultancy Ltd. [123456-30][ABc12def3][08/09/2018 15:12:11][eg]

INTRODUCTION
 This PROFILE:MATCH™ Sifting Report is a simplified one-page summary of key findings. It is designed to assist in short-listing the most likely prospects from a wider pool of candidates. The report shows graphically how well candidates match with selected job competencies and provides questions (over page) that highlight areas where further clarification of evidence of competence may be required.

A PROFILE:MATCH™ Selection Report with full competency descriptions and detailed narrative based on the same assessment data is available for Sofie Sample at a special discounted price. These more comprehensive reports should in any case be used for all short-listed candidates.

	VERY POOR MATCH		POOR MATCH			AVERAGE MATCH					GOOD MATCH		VERY GOOD MATCH
	1	2	3	4	5	6	7	8	9	10			
PERSUASIVE COMMUNICATION				4									
INTERPERSONAL SKILLS			3										
CREATIVE					5								
DECISION MAKING				4									
FLEXIBILITY					5								
STRATEGIC AWARENESS								7					
PLANNING AND ORGANISING								7					
LEADERSHIP POTENTIAL				4									
MOTIVATION			3										
RESILIENCE			3										

Validity of these results
 Sofie Sample's pattern of item responses is particularly unusual and may be due to careless or inattentive responding. You should bear this in mind when interpreting this report.

©PSYCHOLOGICAL CONSULTANCY LIMITED, 8 MOUNT EPHRAIM, TUNBRIDGE WELLS, TN4 8AS, TELEPHONE: 01892 559540

PAGE 1

- Overview of candidate fit
- Basis for candidate comparison
- Inform the selection process
- “Light touch” report

Profile:Match2 Reports

- Sifting Report
- Selection Report

Profile:Match2® Sofie Sample

Creative

This competency is concerned with being curious and having lots of ideas - being a resourceful problem solver. It relies on an ability to make unusual, or even improbable, associations and to apply these to the conception of alternative strategies and solutions. Such people are divergent thinkers who allow their line of thought to move into previously unconsidered areas. While convergent strategies zoom in to a single best solution, divergent strategies zoom out to open things up and to bring in new perspectives and new material.

COMPETENCY RATING

CREATIVE 5

SOFIE SAMPLE'S PROFILE

Imaginative: Sofie seems to be highly imaginative; an 'ideas person' capable of making a significant contribution to problem solving and innovation. She is likely to be curious about processes and procedures, prepared to question the status quo and to seek alternative solutions. This big-picture approach should open up discussion with varied new perspectives and make a radical contribution to debate.

Driven and Enthusiastic: Whether or not Sofie is imaginative, creativity requires drive and determination to bring ideas to fruition. Her scores suggest that she will be easy-going and uncompetitive. Sofie may be difficult to enthuse about new projects and show little sense of urgency. Any creative ideas may be pursued with insufficient determination to ensure a result.

Individualistic: Creative people are often individualistic. Being compliant by nature, rather than challenging and freethinking, may put a brake on innovation - even when someone is imaginative. Sofie seems to be very conforming, conservative and compliant. Usually dutiful and loyal employees, people with similar profiles may need convincing about the merits of innovation or any modernising ideas. By disposition, Sofie will favour gradual, incremental development, rather than sweeping changes.

AREAS TO EXPLORE FURTHER

Does Sofie have so many ideas that she has difficulty in making decisions and bringing any one of them to fruition?

Are some of her ideas too radical or impractical to be constructive?

Does Sofie have sufficient drive, competitiveness and personal ambition to bring ideas through to fruition?

Is she so attached to established traditions or conventions that she may not maximise her capacity for more innovative ideas?

Further reassurance on these points may be needed from other sources, such as interview, work history or CV.

©PSYCHOLOGICAL CONSULTANCY LIMITED, 8 MOUNT EPHRAIM, TUNBRIDGE WELLS, TN4 8AS, TELEPHONE: 01892 559540 PAGE 6

- Full interpretation of each competency
- In-depth view of candidates' personality
- Granularity in distinguishing applicant differences

Profile:Match2 Reports

- Sifting Report
- Selection Report
- Interview Guide

Profile:Match2 [®] Sofie Sample

Persuasive Communication

COMPETENCY RATING

PERSUASIVE COMMUNICATION 4

AREAS TO EXPLORE & INTERVIEW QUESTIONS

Engaging: Lacks understanding?

Provide an example of a time when you were able to win someone over by listening to their needs and offering them support.

- What was the situation? - How did you support them? - What was the outcome?	
---	--

Outline a time when you found it difficult to build the rapport necessary to persuade someone effectively.

- What was the situation? - Why did you find it difficult? - What was the outcome? - What did you learn?	
---	--

Determined: Lacks ability to persuade?

Describe a time when you influenced an individual or a group, motivating them to successfully complete a task.

- How did you influence them? - Why do you think you were successful in motivating them?	
---	--

Tell me about a time when you found it difficult to persuade others to accept your way of thinking.

- What was the situation? - Why did you find it difficult? - What strategies did you use to overcome this? - What was the outcome? - What did you learn?	
--	--

©PSYCHOLOGICAL CONSULTANCY LIMITED, 8 MOUNT EPHRAIM, TUNBRIDGE WELLS, TN4 8AS, TELEPHONE: 01892 559540

PAGE 3

- Focus on aiding interview process
- Evidence based approach
- Questions and energiser follow-ups are specific to candidate profile

Real Example: Strategic Awareness

COMPETENCY RATING



SOFIE SAMPLE'S PROFILE

Critical and Challenging: Strategic awareness requires a disposition that questions, challenges and critically evaluates within a big picture context. Sofie will probably assume that established processes can often be improved. She should instinctively evaluate procedures and policies critically and be motivated to question the status quo. People with similar profiles are interested in speculative questions and prepared to think the unthinkable. Her big-picture approach should offer a constructive strategic perspective on issues under debate.

Ambitious: Ambition and a sense of urgency will play a part in driving strategic awareness. However, Sofie seems to be motivated mainly by her own particular interests, rather than seeking solutions to wider organisational issues. Seemingly relaxed rather than competitive, she may not be as motivated as others to develop her strategic awareness or to acquire a wider understanding of organisational issues.

Prudent: Sofie seems to be very controlled, conservative and conventional. Probably a loyal and dutiful employee, she is likely to be a strong supporter of established or traditional practices - someone who would be uncomfortable challenging corporate values and probably resistant to any sweeping changes.

Compliant: Whether or not Sofie is imaginative, her cautious nature and compliance with the established strategic rationale of the organisation may inhibit her capacity to think radically about strategy. Such people are evolutionary rather than revolutionary in their approach.

Evidence Based: Sofie will appreciate the importance of accurate information to inform strategic decisions. She probably operates within a broad frame of reference and gets into research mode instinctively. Sceptical about intuitive approaches, personal opinions and the limitations of personal experience, such people make strategic decisions based on good information reflecting a wide and comprehensive perspective.

COMPETENCY RATING



LEE PMLKT10QZR3'S PROFILE

Critical and Challenging: Strategic awareness requires a disposition that questions, challenges and critically evaluates within a big picture context. This person seems to be as critical and open to ideas as most people. They appear not to be especially interested in speculative or hypothetical questions, but neither are they solely focused on the practicalities of the moment. This person should be as bright and open-minded as the next person, but not perhaps especially imaginative, innovative or strategic.

Ambitious: Ambition will provide the energy and sense of purpose required to foster the development of strategic awareness. This person seems to be ambitious and should be purposeful about enhancing their influence and personal goals. Whether or not they are positively disposed towards formal learning, this person is likely to be career oriented and aspirational for their organisation and should appreciate the significance of being alert to strategic issues as one way of helping them to achieve their objectives.

Prudent: This person should be as controlled, cautious and compliant in their approach as the next person. Prepared to take some risks, this person should also be careful in the planning and implementation of their ideas.

Compliant: This person's regard for established values and traditional practices may temper any individualistic or radical tendencies they might have. Such people may sometimes be prepared to challenge the status quo, but not as a matter of course. Whether or not they are imaginative, they are unlikely to break the mould in their strategic thinking.

Evidence Based: This person is likely to trust their own intuition or the opinions of others they respect but they are unlikely to spend a lot of time reading around issues. Typically preferring to learn through hands-on experience, they may not appreciate the value of a more solid base of factual information. This approach may mean that their strategic awareness may be narrow and untested against a wider frame of reference.

Profile:Match2 Reports

- Sifting Report
- Selection Report
- Interview Guide
- Feedback Report

®
Profile:Match2
Company Name
Job Title

Sifting Report
by Psychological Consultancy Ltd.
Sofie Sample
[123456-30][Abc12def3][08/09/2016 16:12:11][eg]

INTRODUCTION
 This PROFILE:MATCH™ Sifting Report is a simplified one-page summary of key findings. It is designed to assist in short-listing the most likely prospects from a wider pool of candidates. The report shows graphically how well candidates match with selected job competencies and provides questions (over page) that highlight areas where further clarification of evidence of competence may be required.

A PROFILE:MATCH™ Selection Report with full competency descriptions and detailed narrative based on the same assessment data is available for Sofie Sample at a special discounted price. These more comprehensive reports should in any case be used for all short-listed candidates.

	VERY POOR MATCH			POOR MATCH				AVERAGE MATCH			GOOD MATCH		VERY GOOD MATCH
	1	2	3	4	5	6	7	8	9	10			
PERSUASIVE COMMUNICATION				4									
INTERPERSONAL SKILLS			3										
CREATIVE					5								
DECISION MAKING				4									
FLEXIBILITY					5								
STRATEGIC AWARENESS								7					
PLANNING AND ORGANISING								7					
LEADERSHIP POTENTIAL				4									
MOTIVATION			3										
RESILIENCE			3										

Validity of these results
 Sofie Sample's pattern of item responses is particularly unusual and may be due to careless or inattentive responding. You should bear this in mind when interpreting this report.

©PSYCHOLOGICAL CONSULTANCY LIMITED, 8 MOUNT EPHRAIM, TUNBRIDGE WELLS, TN4 8AS, TELEPHONE: 01892 559540 PAGE 1

- Boost candidate experience
- Provides understanding of data provided
- Doesn't expose competency fit

Profile:Match2 Reports

- Sifting Report
- Selection Report
- Interview Guide
- Feedback Report

- Personal Development Report

The screenshot shows a report header for 'Profile:Match2' with a registered trademark symbol. It includes fields for 'Company Name' and 'Job Title'. The report title is 'Sifting Report' for 'Sofie Sample', generated by 'Psychological Consultancy Ltd.' on '08/09/2016 15:12:11 [eng]'. The 'INTRODUCTION' explains that the report is a simplified one-page summary of key findings. Below this is a grid with 10 columns representing match levels from 'VERY POOR MATCH' (1) to 'VERY GOOD MATCH' (10). The grid rows list various competencies: PERSUASIVE COMMUNICATION (score 4), INTERPERSONAL SKILLS (score 3), CREATIVE (score 5), DECISION MAKING (score 4), FLEXIBILITY (score 5), STRATEGIC AWARENESS (score 7), PLANNING AND ORGANISING (score 7), LEADERSHIP POTENTIAL (score 4), MOTIVATION (score 3), and RESILIENCE (score 3). A 'Validity of these results' note at the bottom states that the pattern of responses is unusual and may be due to careless or inattentive responding.

	VERY POOR MATCH	POOR MATCH			AVERAGE MATCH			GOOD MATCH		VERY GOOD MATCH
	1	2	3	4	5	6	7	8	9	10
PERSUASIVE COMMUNICATION				4						
INTERPERSONAL SKILLS			3							
CREATIVE					5					
DECISION MAKING				4						
FLEXIBILITY					5					
STRATEGIC AWARENESS							7			
PLANNING AND ORGANISING							7			
LEADERSHIP POTENTIAL				4						
MOTIVATION			3							
RESILIENCE			3							

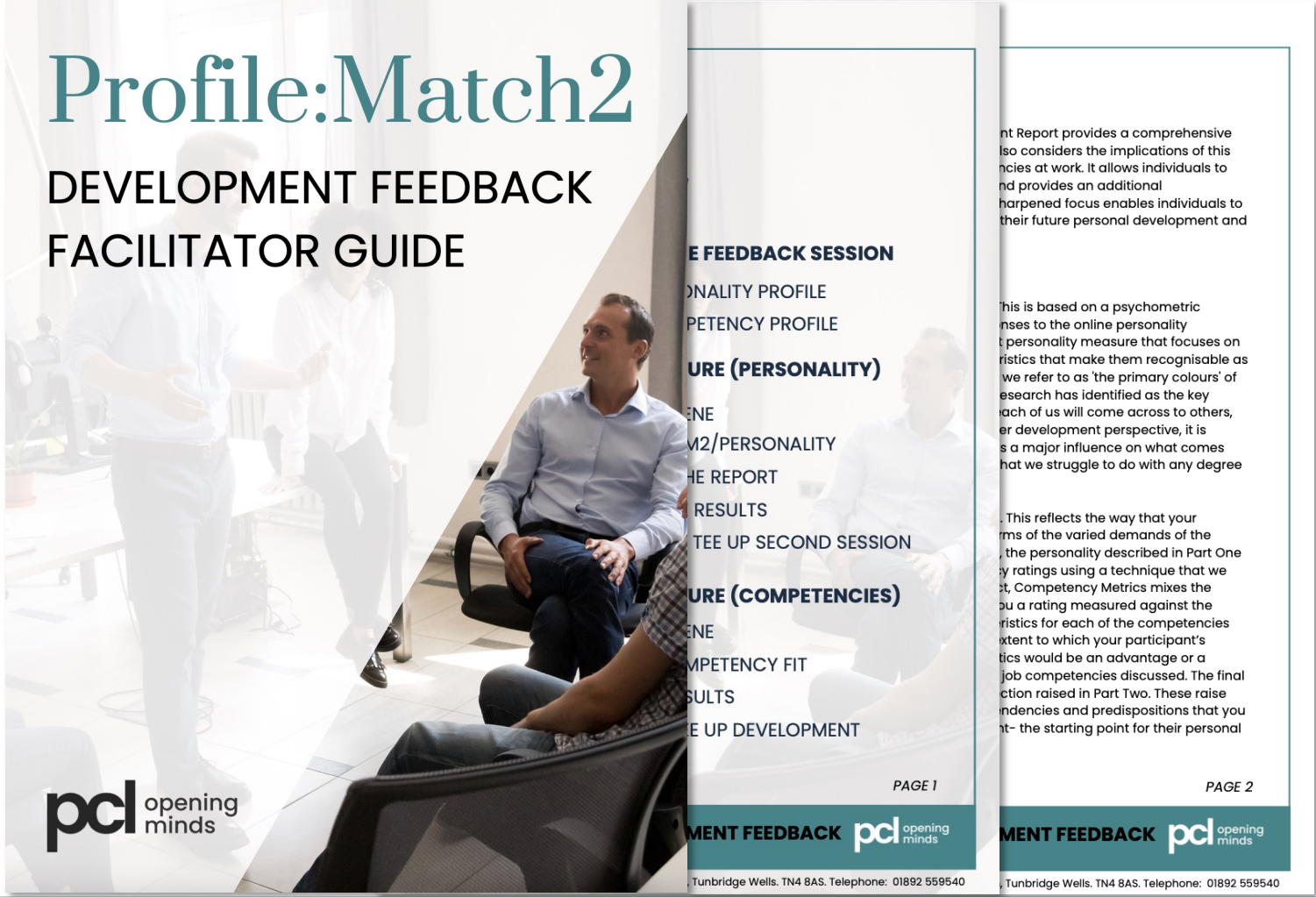
Validity of these results
Sofie Sample's pattern of item responses is particularly unusual and may be due to careless or inattentive responding. You should bear this in mind when interpreting this report.

PSYCHOLOGICAL CONSULTANCY LIMITED, 8 MOUNT EPHRAIM, TUNBRIDGE WELLS, TN4 8AS, TELEPHONE: 01892 559540 PAGE 1

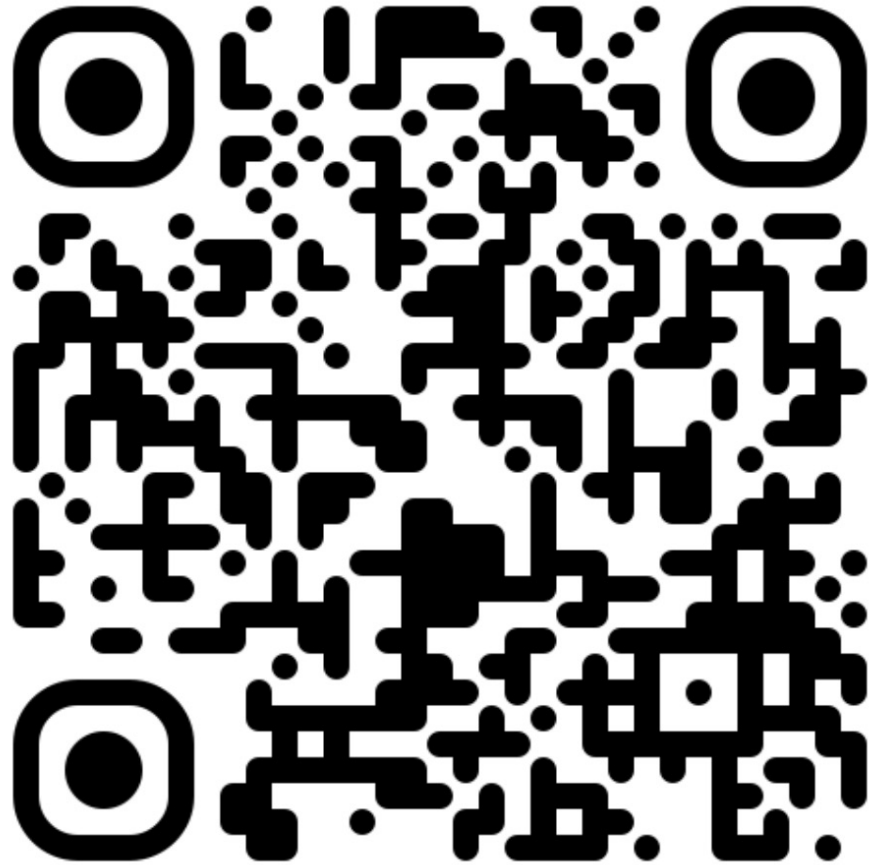
- Most in-depth report
- Panoramic view of an individual
- Competency fit and personality profile
- Detailed, nuanced and holistic

Profile:Match2 Reports

- Sifting Report
 - Selection Report
 - Interview Guide
 - Feedback Report
-
- Personal Development Report (PDR)



Get Started with Profile:Match2



1. Create an account
2. Purchase credits
3. Set up a project
4. Send candidates the assessment
5. Receive reports

pcl opening
minds



info@psychological-consultancy.com



+44 (0)1892 559540



psychological-consultancy.com