



# Who has what it takes?

How you can gain data-driven talent insights to make better hiring and investment decisions.

A guide to our psychometrics, surveys and other award-winning assessment solutions.

# Contents

**Assessment challenges**

03

**Why Peoplewise?**

04

**Data-driven talent decisions**

08

**How we get results**

09

**How we work with you**

10

**Our assessment solutions**

11

**Perspectives™ Leadership and talent assessment**

12

**Psychometrics**

14

**360 surveys**

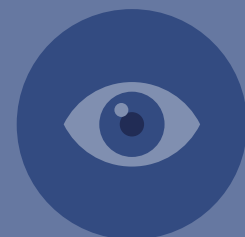
18

**Assessment centres**

19

**Taking you further**

20





# Navigating the **talent** **crisis**

Leaders today face a difficult challenge. You are being asked to recruit and retain the people who will be the future of your business – and to do it more efficiently and effectively than ever before. But in today's unpredictable and fast-changing world, this is easier said than done.

Business leaders must ensure:

- Successful recruitment for critical job roles
- Demonstrable ROI from high-volume graduate recruitment
- Accurate success profiles to match potential talent against
- The ability to uncover and differentiate between high performers and high-potential talent
- Live succession plans that deliver business growth
- Successful means to invest, engage, retain and develop your talent

At Peoplewise, these are problems we can help you solve.



# Your strategic talent solutions partner

*As an award-winning business psychology consultancy, with over 20 years of research, experience and insight gained in leadership and psychometric science, what we are really good at is reliably measuring and developing people's potential.*

Combining our best practice with your organisational insight, we co-create psychology-based, data-powered assessment solutions that accelerate your talent goals.

## Why Peoplewise?

### **01 Robust psychological research**

All of our assessments and everything we do is built on a solid foundation of unmatched scientific rigour. This means you can make business decisions with total confidence when supported by our assessment solutions.

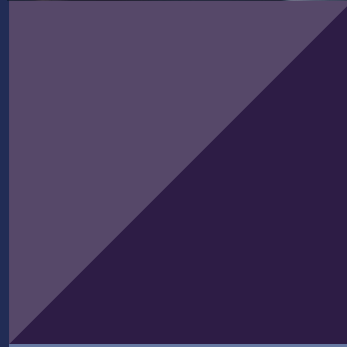
### **02 User-friendly technologies**

Our smart and scalable digital platform will modernise the way you do talent assessment and talent analytics. With customisable content, intuitive user experience and powerful analytics, we give you the tools and technology to proactively drive your organisation forward.

### **03 Practical business insights**

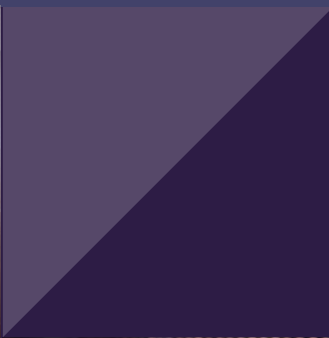
Bringing together over 20 years of industry experience with sophisticated data analytics, we work with you to measure and optimise your talent in a way that is true to your ways of working, informed by best practice to increase return on investment and real-world impact.





# Leading research and university partners

We partner with the world's leading universities to deliver solutions and apply the latest research ideas for business success.



## Award-winning solutions





# Professionally recognised solutions

## CIPD



## Personnel Today



*“Very few talent providers in the market were able to offer a robust approach to identify potential, ‘fit’ with our company values and have the gravitas to work with the executive team. Throughout our work together we have, without exception, received exceptional service grounded in professional excellence... The insight we now have of the leadership capability is being used to inform strategy and shape the future organisation.”*

**Chief People Officer,  
Dar Group**

# Better data, fewer doubts

**There is a science to making good talent decisions. We can help you master it.**

Too many organisations hire and promote the wrong people because they make decisions based on poor data (or no data at all).

- Basing decisions on hearsay, reputation and anecdotal evidence
- Assuming past performance in one role predicts future potential in another
- Measuring too many of the wrong things and not enough of the right things
- Not having success profiles in place to compare candidates against

**Getting it wrong is a costly drain on budgets, time and resources. So, how do you get it right?**

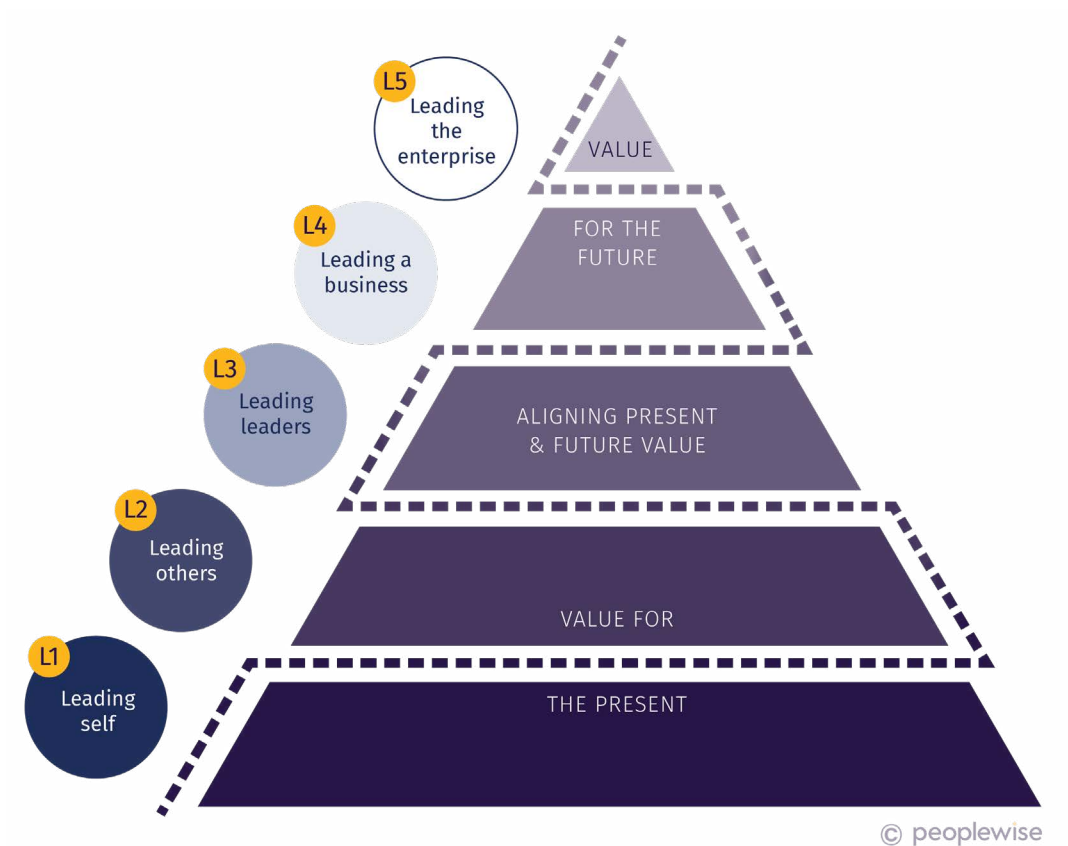
Through our research and applied science, we invest significantly in understanding what truly predicts success in the workplace. Our rigorous approach and expertise in psychometric science give you greater clarity, certainty and confidence to make data-driven decisions.



## HOW WE GET RESULTS

# Know your talent

Our **Leadership Transition model** blends foremost theories of organisational development with our own research to pinpoint talent needs across all levels of an organisation: from Leading Self to Leading the Enterprise.



Our proven model for assessing and developing talent at every level provides critical insights into:

- ☆ The right assessment and development strategies to realise individual and organisational growth potential
- ☆ Skills and capabilities needed for success at progressive levels of an organisation
- ☆ Levels that individuals are comfortable and motivated to operate at
- ☆ Individual readiness and likelihood of success at a horizontal transition (within a level) or vertical stretch transition (to a more senior level)
- ☆ The right development methods to achieve successful transitions, mapped into role complexity, time horizon and critical capabilities to be developed



# How we work with you

01



## Define

the problem you are solving and the data you need

02



## Design

the best assessment solution for your business, be it a single psychometric or a complete assessment solution

03



## Deliver

seamless assessment solutions through our technology and expertise

04



## Equip

you with data driven insights to drive talent decisions and practices

05



## Refine

the solution to best meet your talent needs and evolving business requirements

# Talent assessment, solved

Does your business need reliable talent insights for recruitment, development, engagement or strategic workforce planning?

We provide a full suite of robust assessment solutions, from one-off interventions and off-the-shelf digital tools to bespoke programmes across the talent lifecycle.

## Perspectives™ leadership and talent assessment solution

A new and innovative way to assess the key indicators of potential, competencies, motivators and derailers that predict success



## Psychometrics

Assess psychological and behavioural capabilities to identify strengths and areas for development



## 360 surveys

Gather behavioural feedback from multiple sources



## Assessment centres

Assess suitability and fit through a range of job specific exercises



## Enable: technology platform

All our assessment tools are hosted on Enable, our award-winning technology platform. This makes it easier than ever to streamline and scale talent assessment across your organisation.

- Intuitive self-serve digital assessments for your people
- Actionable insights for individuals, teams and organisations
- Powerful analytics for data-driven decisions and measuring ROI

# Perspectives™ leadership and talent assessment solution:

## What it measures

Our Perspectives™ Leadership and Talent (PLT) Assessment Solution is based on years of experience and research into the key determinants that predict leadership success. The four identified domains – Potential, Competencies, Motivators and Derailers – together form our PLT Model.

In addition to predicting differences in performance, these four domains are correlated with key organisational outcomes, including employee engagement, retention, productivity, and discretionary effort and commitment.



### **Potential**

the psychological capabilities required for success

### **Competencies**

the behavioural skills required for success

### **Motivators**

the values and preferences associated with the degree of fit between an individual and organisation

### **Derailers**

the counterproductive risk factors that can cause difficulties for otherwise successful people

Together, these provide four distinct perspectives to 'see' which individuals will succeed in which roles and at which organisational level.

# Perspectives™ leadership and talent assessment solution:

## What it delivers

Our Perspectives™ Leadership and Talent (PLT) Assessment Solution offers a unique and targeted approach to assessing individuals across the talent lifecycle. Powered by our Enable technology platform, the process comprises three components: a success profile, an assessment of the 4 PLT domains, and reporting outputs tailored to talent management applications at each level of an organisation, including leadership selection and development, high-potential identification, succession, talent pool identification and professional development.

### Success profile

The success profile component provides a data-driven criterion that represents 'what success looks like' in a given role or at a particular level in your organisation. The success profile captures the unique combination of psychological and behavioural capabilities as well as the values and preferences associated with job role success and organisational fit. It also provides insight into an individual's counterproductive risk factors that may become derailers.

### Assessment

The assessment component comprises psychometric-based information, derived from our intuitive PLT online assessment. To compliment this robust data, for more senior roles we recommend a psychological insights interview conducted by one of our in-house psychologists.

### Reporting outputs

These components are then used to inform the reporting outputs, which vary according to the assessment solution and include platform data and a variety of reports.

While we recommend all three elements of the PLT Assessment Solution process, not all talent needs require the development of a success profile. In these cases, the assessment and reporting components are entirely adequate as a talent solution.

## Perspectives™ Leadership and Talent (PLT) Assessment Solution

Level	L1 Leading self	L2 Leading others	L3 Leading leaders	L4 Leading a business	L5 Leading the enterprise
Roles	Individual contributors (graduates, technical apprentices)	First line leaders and middle managers (technical specialists)	Function heads and senior middle managers (senior technical specialists)	Directors, partners and executives (technical experts)	Directors, partners and executives of a group of multiple organisations (technical executives)
Scope	Potential Competencies Motivators Derailers	Potential Competencies Motivators Derailers	Potential Competencies Motivators Derailers	Potential Competencies Motivators Derailers	Potential Competencies Motivators Derailers
Format	Online psychometric assessment	Online psychometric assessment	Online psychometric assessment plus optional 90-minute interview	Online psychometric assessment plus optional 120-minute deep-dive interview	Online psychometric assessment plus optional 160-minute deep-dive interview



# Psychometrics

Developed based on psychometric science and over two decades of scientific and workplace research, our psychometrics offer a valid assessment of people's cognitive capabilities and behavioural strengths for your business. Through a range of tools, we also assess individual and team styles, preferences and dimensions, all mapped to your assessment needs.

All of our psychometrics are globally validated, and Perspectives PsyCap Potential is registered with the British Psychological Society (BPS), meaning you can rely on our assessments with total confidence.

All our assessments and their outputs are hosted on our Enable technology platform, which offers a unique data lens through which to know your talent, understand your business and make better data-driven decisions.

Whether your talent objectives require a single psychometric or an assessment solution across the talent lifecycle, our assessment offer can accommodate your every need.



## Individual assessments

Our digital self-assessment tools provide participants with a seamless assessment experience and offer your organisation meaningful data to assist in talent acquisition and talent management decisions. All our individual assessments include development reports with an option for coaching feedback, enabling participants time and space to explore, reflect and build development plans.



## Team assessments

Our digital team-based assessments provide team insights, pinpoint strengths and risks and accelerate growth performance. We also offer expertly facilitated team sessions to deepen team connections, build understanding and trust and enhance team growth.



## Culture assessments

Our digital culture assessments provide business-wide insights into the cultural landscape of an organisation.

Based on our extensive research into what differentiates a thriving change-ready culture, our 7 Pillars of Positive Change model indicates people's ability, individually and collectively, to thrive (not just survive) in disruptive and challenging environments.

When all seven pillars are in flow, people engage with change positively and the organisation is highly adaptive and fit for transformation.



# Psychometrics

*Globally validated psychometrics*

## PsyCap Potential™

Potential is one of the four domains of our Perspectives Leadership and Talent Model, and here is offered as a single assessment of the five critical psychological capabilities that predict leadership potential: Mental Agility, Emotional Agility, Confidence, Resilience and Drive.

### Best uses:

- High volume and general recruitment
- Graduate recruitment and development
- High potential identification
- Succession planning
- Personal and leadership development
- Coaching

## Derailers Profiler™

Sometimes even the most promising and accomplished leaders and working professionals develop potentially counterproductive personality characteristics that can derail performance, progression and business growth. The Derailers Profiler measures the nine risk factors that make up an individual's risk profile: Egotistic, Fearless, Bold, Single-minded, Calculating, Pragmatic, Detached, Competitive, Antagonistic.

### Best uses:

- Identifying high-risk characteristics in individuals of varied corporate status and position
- High-risk job role screening
- Personal and Leadership development
- Coaching

## Mental Agility Profiler™ (MAP)

Assess, in-depth, the cognitive capability to excel at problem solving and strategic thinking in complex, ambiguous environments.

### Best uses:

- High volume and general recruitment
- Graduate recruitment and development
- High potential identification
- Personal and leadership development
- Coaching



## Get trained and certified

Want to build your internal assessment capability? We offer virtual, hybrid and face-to-face training and certification in all our psychometrics for HR teams and consultants.

# Psychometrics

*Globally validated psychometrics*

## Positive Resilience Profiler (PRP)

Assess the seven pillars that enable people and teams to thrive in changing and challenging environments: Purposefulness, Perspective, Control, Connectedness, Growth, Coping and Wellbeing.

### Best uses:

- Transformation programmes
- Culture and wellbeing
- Personal development
- Team development
- Leadership development
- Coaching

## Influencing Styles Profiler (ISP)

Understand people's preferred influencing styles and equip them with a flexible range of strategies to enhance communication, influence and impact: Direct, Persuade, Bridge and Energise.

### Best uses:

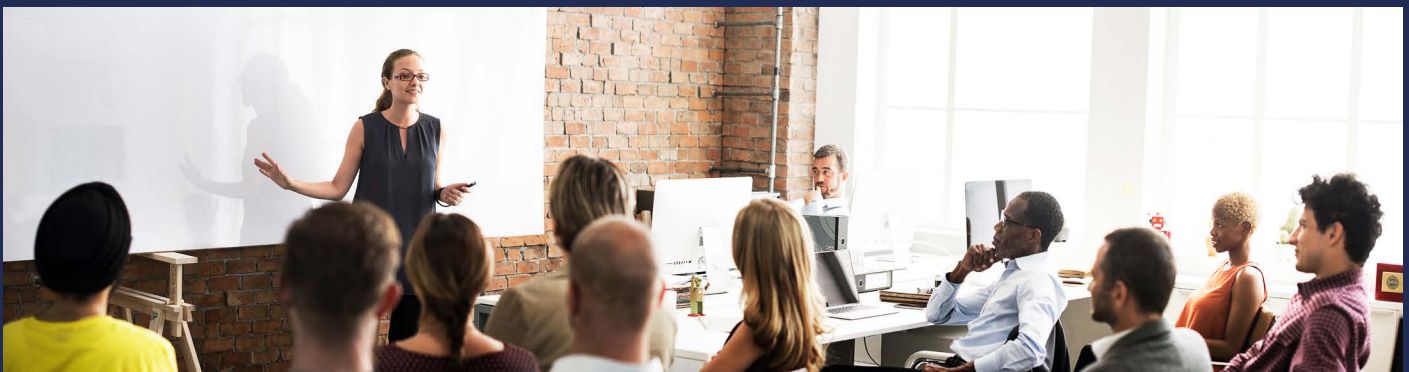
- Sales training
- Coaching
- Personal development
- Team development
- Leadership development

## Emotional Agility Profiler (EAP)

Assess the interpersonal and intrapersonal capability of harnessing emotional insight and adaptation to build positive relationships in the workplace.

### Best uses:

- Personal development
- Leadership development
- Conflict management
- Coaching
- Team optimisation



## Get trained and certified

Want to build your internal assessment capability? We offer virtual, hybrid and face-to-face training and certification in all our psychometrics for HR teams and consultants.

# Psychometrics

*Globally validated psychometrics*

## DISC Personality Profiler

Gain insights into people's preferred personality types and job fit, equipping them to adapt their communication and behavioural styles for different contexts. Based on one of the most widely used and validated personality models worldwide assessing Dominance, Influence, Steadiness and Compliance.

### Best uses:

- Recruitment
- Sales training
- Coaching
- Personal development
- Team development
- Leadership development

*Off-the-shelf or customised*

## Situational Judgement Tests (SJTs)

Assess people's reasoning and decision making using powerful, work-relevant scenarios. Select from our library of off-the-shelf SJTs designed for specific roles across industries or benefit from bespoke design and branding built for your specific context and role.

### Best uses:

- Sales training
- Coaching
- Personal development
- Team development
- Leadership development



## Get trained and certified

Want to build your internal assessment capability? We offer virtual, hybrid and face-to-face training and certification in all our psychometrics for HR teams and consultants.

# 360 surveys

Our 360 surveys provide confidential, anonymous and constructive feedback on performance and behaviour, with valuable insights for both the individuals and your organisation.

Create high-performance feedback cultures with impactful 360 surveys delivered via flexible 'build your own' capabilities frameworks or based on our globally validated Perspectives Leadership and Talent Model (Competencies 360).

## Competencies 360

*Globally validated survey*

Use 360 feedback to measure and develop the five critical behavioural capabilities for leadership success at different levels: Thinking, Engaging, Leading, Transforming and Performing

### Best uses:

- Internal recruitment
- Promotion
- Personal and Leadership development
- Transformation programmes
- Succession planning
- Capability gap analysis
- Coaching

360

## Build your own 360

Every business is unique. Why not let us build a bespoke 360 framework around your particular organisational competencies, values and business needs?

# Assessment centres

Use our off-the-shelf or bespoke assessment exercises to assess performance, role fit and predict future potential.

Our assessment portfolio helps you reach the right decisions about recruitment, promotion and succession, and builds positive perceptions with participants, talent stakeholders as well as line managers.

## Megacorp

Our globally validated half-day assessment centre provides an immersive business case study, with work-relevant exercises tailored to every level of leadership. It evidences which individuals are operating at the right or wrong level and which are ready to be stretched.

### Best uses:

- Recruitment
- Succession planning
- Personal development
- Leadership development
- Team development
- Promotion
- Capability gap analysis



## Build your own assessment centre

Every business is unique. Why not let us design bespoke assessment centres around your particular organisational competencies and business needs?



# We can take you further

## Develop

Our leadership development, personal effectiveness and executive coaching programmes equip every person to achieve their potential and perform at their best, so that you can build a stronger business with home-grown talent.

## Coach

Our one-to-one coaching programmes accelerate growth in a range of contexts, from executive leadership coaching and high-potential development to performance improvement and leading through times of change.

## Transform

Our research insights, team workshops and change strategies identify and build change-ready cultures, strong talent pipelines and high-performing teams so that you can achieve effective transformation and sustainable growth.

# Let's talk

Are you ready to take talent  
assessment to the next level?

Contact us to get started.

EMAIL

[letushelp@peoplewise.co.uk](mailto:letushelp@peoplewise.co.uk)

PHONE

+44 (0) 204 503 9442

FIND OUT MORE

[peoplewise.co.uk](https://peoplewise.co.uk)

# peoplewise

WHERE PSYCHOLOGY TRANSFORMS BUSINESS

Peoplewise is an award-winning business psychology consultancy specialising in assessing potential, developing leaders and transforming business.