

Assessment Edition



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Human Capital Management Software

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Assessment Edition

Personality Profiling

Personality profiling helps leaders understand themselves as well as the people they lead at the psychological preference level. Since our psychological preferences influence both our perception and decision making, effective leadership begins with enhancing self-awareness as well as our understanding of how our team members prefer to carry out these mental functions. Personality profiling feedback is used by our clients for individual, team and leadership development purposes.

Behavioral Profiling

Behavioral profiling provides insights into how people behave at work and helps individuals to become more aware of their own work style and that of others. Behavioral profile report provides feedback about people potential, what motivates them, their core strengths and limitations. Other sections of the report include: Behavioral Factors; Management Considerations; Work Environment; Leadership Profile; Selling Style; and Interviewing Questions. These valid and reliable insights will help you improve all of your people-related decisions across all areas of the employee life cycle including selection, retention, development, management, career guidance, benchmarking, appraisal and team analysis.

The tool helps identify the ideal behavioral profile for a job which is used for compatibility analysis and development purposes.



Intelligence Profiling

Intelligence profiling provides insight into the cognitive ability of an individual and helps understand how quickly a person will respond to challenges and learn new things. It also helps in predicting the potential of an individual in a new role and how they will respond to development initiatives.

The Assessment will assist organizations in answering the following questions:

- › Can this person think on their feet?
- › How adaptable is this person to change?
- › Can they cope with the mental demands of the job?
- › Could this person be a high potential?
- › Is this person a problem solver?
- › To what extent can we develop this person using training?
- › Is this person sufficiently challenged?
- › Do they have the capacity to handle greater mental demands in their role?
- › Could this person drive change in the organization?

The background of the slide is a grid of brain MRI scans. The scans are arranged in a pattern that is partially obscured by a dark blue diagonal shape. The scans show various cross-sections of the brain, with some labeled with 'Sec 2' and 'T1W/FLAIR' or 'T2W/FLAIR'.

Emotional Intelligence

The Emotional Tool measures the interaction between a person and the environment he/she operates in. The specific areas covered include; Self Awareness; Self-Management; Social Awareness; and Social Management. Assessing and evaluating an individual's emotional intelligence can help establish the need for targeted development programs and measures. This, in turn, can lead to dramatic increases in the person's performance, interaction with others, and leadership potential.



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