

Profiling People

What is it?

Profiling People is a suite of tools to explore the personal style and aptitudes of individuals and teams. These propriety instruments are underpinned by academic rigour and statistical validity. Our profilers are all licensed by the Psychological Society of Great Britain and are qualified performance coaches.

What is it used for?

To help people gain an objective insight into the strengths and potential development needs of themselves and others. It is particularly powerful when used in preparation for change, be that a new role or working environment or as a focus for performance improvement.

What are the benefits?

Profiling helps people to develop strategies to enhance effectiveness at personal and team level.

How does it work?

We help clients to decide when to use profiling and advise on the most appropriate tools. We administer the questionnaires (often online), analyse the results and provide full confidential feedback. Profiling can be carried out on a one to one basis, in team workshops or as part of a Development or Assessment Centre.

EDISC

- This tool provides a powerful analysis of an individual's personal style and how that is likely to impact upon both their conscious and unconscious behaviours. It can be used to gain personal self awareness and to enhance relationships with others.

Belbin Team Roles

- This explores how people prefer to work in teams and examines the combined effectiveness of team members. It can be used to help teams operate more effectively by building on their collective strengths and addressing the gaps.

Myers Briggs, 16PF, OPQ, Learning Styles

- These are among the classic personality profiling tools that we routinely use with clients. Often well established for traditional recruitment and selection purposes, we show clients how these can also be used to understand how individuals and teams may respond to change and team working.

Aptitude Testing

- We are able to administer and interpret the full range of tests (such a numerical verbal reasoning) in the SHL graduate, managerial and technical test batteries.