

Talent Assessment Tools

Administration * Feedback * Coaching



Myers-Briggs Type Indicator®

Promote team cohesion with understanding. Team members identify with one of 16 personality types and how to use differences and strengths of their co-workers.

When individuals understand their own type preferences, they can approach work in a manner that best suits their style, including: how they manage time, problem solving, best approaches for decision making, and dealing with stress.

Use for:

- Team Building & Team Development
- Leadership & Coaching
- Organizational Change
- Conflict Resolution

Report Types:

- Individual profile
- Team Dynamics
- Step I and II versions offered



DEVELOPMENT, CHANGE, SELECTION and TEAM EFFECTIVENESS



Developed specifically for the business community. Measures the personality characteristics necessary for success in careers, relationships, education, and life.

Hogan Personality Inventory (HPI)

- The HPI predicts job performance by measuring how people behave on their day-to-day life when they're at their best. Reports include: Management Focus, Potential, Insight and Career.

Motives, Values, Preferences Inventory (MVPI)

- Ensures that a new hire's values are consistent with those of the organization and can help diagnose areas of compatibility and conflict among team members.

INCREASE RECRUITMENT and PROMOTION SUCCESS

46% of new hires fail within 18 months

ProfileXT®

Measure how well an individual fits specific jobs in your organization. Use "Job Matching" to evaluate your candidates against the qualities required to successfully perform in a particular role.

Use for:

- Selection
- Onboarding
- Coaching
- Succession Planning
- Team Building

Report Types:

- Performance Model Comparison
- Interview Guides
- Strategic Workforce Planning
- Candidate Matching
- Individual Profile



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CheckPoint360TM

Gain a complete understanding of a manager's effectiveness across 18 key skill sets and eight universal leadership competencies:

Communication, Relationships, Leadership, Production, Adaptability, Development of Others, Task Management and Personal Development

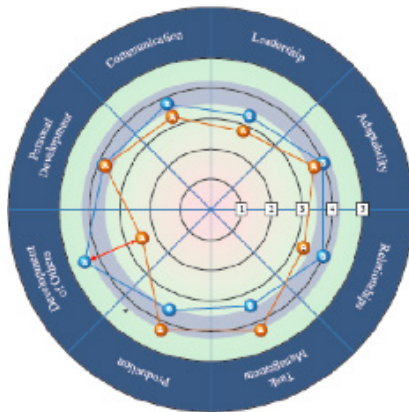
Takes only 15 minutes per person.

Use to:

- Evaluate the effectiveness of your managers and leaders
- Help managers identify and prioritize their own development opportunities

Report Types:

- Individual Feedback Report
- Management Report
- Comparison Report
- Talent Driven Value provides optional detailed development plans and coaching to maximize the value of your 360° assessments



INSTRUMENTS TO MEET YOUR SPECIFIC NEEDS

Certified, experienced and able to provide tools addressing the breadth of talent selection and development needs:

Personality Assessments

- ProfileXT
- MBTI
- Hogan HPI
- Hogan MVPI
- CPI
- 16PF
- PPI (DISC)

Ability Tests

- Ravens Abstract Thinking (language neutral)
- SHL / CEB Critical, Numerical and Verbal Reasoning tools

Talent Driven Value

Services Offered

- Career Transition Support
- Talent Assessment Tools and Training
- Executive Coaching
- HR Strategy Development
- HR Solution Consulting
- Internal Communications for M&A and Change Events



Gavin Pommernelle

Gavin has over 20 years of global experience in executive leadership roles, managing Human Resource functions and creating an environment for talented people to flourish. Talent Driven Value was established in 2011.

- Accredited in psychometrics from the British Psychological Society since 1998
- ICF Coach accredited

Contact:

+1 203 252 0181
 gavin@talentdrivenvalue.com
 talentdrivenvalue.com
 @TalentDrivenVal