

# EXECUTIVE PERSONALITY PROFILING



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## EXECUTIVE PERSONALITY PROFILING

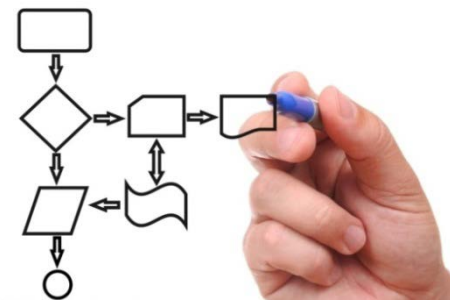
A self-awareness and self-development exercise custom-designed for executives across levels in the organization to help them understand their preferences and areas of strengths. This enables them to move into the role/ function where they can leverage their strengths to their full potential. In turn, it helps the organization in planning their career and succession. EPP includes psychometric instruments/ tests administration, stakeholders mapping and personalized coaching by trained and credible coaches.

### EXERCISE DETAILS

Excellmetrics™ Executive Personality Profiling is a feature-rich web-based solution.

The exercise will involve the following stages –

- Online administration of Psychometric Instruments/ Tests
- Stakeholders mapping by using 5QfSM™ and the use of AI
- Self assessment against organizational competencies using SAfSD™
- Preparation of report for individual awareness and development



### INSTRUMENTS USED

Depending on the specific requirements any five of the following instruments/ tests are used –

- MBTI
- FIRO-B
- Belbin Team Roles
- MLQ (Multifactor Leadership Questionnaire)
- Essi EQ Map
- Thomas-Kilmann Conflict Mode
- Hogan Development Scale
- Influence Style



## EXERCISE FEATURES

- Validated psychometric instruments
- Customizable rating scales and labels in the SAFSD
- Coaching sessions by seasoned and well-reputed coaches
- Addition or removal of participants / raters possible anytime during the exercise
- Customizable e-mail messages
- Automated e-mails for deadlines and reminders
- Paper-version of the 5QfSM and SAFSD downloading and offline completing option available



## REPORT FEATURES

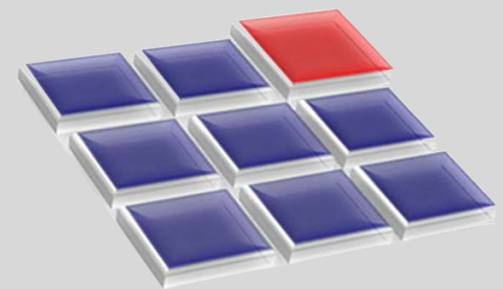
- Easy to understand and interpret sections
- Customizable report content to the organization needs
- Standard report content
  - A note on reading the report
  - Executive summary
  - Detailed Overview
  - Integrated analysis of respondents feedback
  - Item-wise statistical results if needed
  - Comparative details with previous surveys if needed
  - Qualitative Feedback (verbatim comments as sound bytes)
  - Way forward section that takes the logic of the findings to its conclusion
- Excel export of the responses for further analysis
- Completely confidential



## EXCELLMETRICS™ ONLINE

We use our proprietary tool Excellmetrics™ to conduct the entire exercise. Excellmetrics™ is a flexible, integrated, easy-to-use, hassle-free to administer, web-based tool and comes with a round-the-clock support. All the while, maintaining a strict confidentiality and anonymity in a true sense.

- Excellmetrics™ offers the broadest range of features –
- Web-based interface
- Easy navigations
- User friendly survey templates
- Quick deployment
- Validated competency bank
- Secure data back-ups
- Round the clock support



*Driving Transformational Learning*

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