



# PRE SELECTION PROFILING



 **Par Excellence**  
*Driving Transformational Learning*

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Our *Pre-Selection Profiling*, anchored on psychometric instruments and tests, helps organizations select the right candidate at senior executive levels. This exercise provides additional data point on candidate's personality type and proficiency of the desired competencies. When mapped against the job position, the report becomes an invaluable aid in the selection decision.

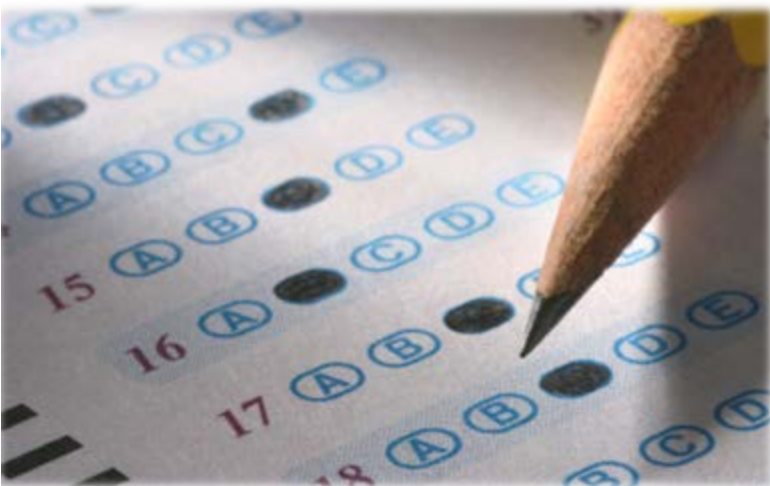


## EXERCISE DETAILS

Excellmetrics™ Pre-selection Profiling is a feature-rich solution. It is integrated, customizable, easy-to-use, hassle-free to administer, web-based and comes with a round-the-dock support.

The exercise will involve the following stages –

- Understanding job position requirements
- Identifying the psychometric instruments/ tests to be used
- Custom-designing the self-assessment questionnaire (SAfSD™)
- Online administration of Psychometric Instruments/ Tests
- Online administration of SAfSD™
- Preparation of report with job-candidate match for the interview panel



## INSTRUMENTS / TESTS USED

- Typology Indicator
- FIRO-B
- Belbin Team Roles
- MLQ (Multifactor Leadership Questionnaire)
- EQi 2.0
- Thomas-Kilmann Conflict Model
- Hogan Development Scale
- Influence Style

## EXERCISE FEATURES

- Comprehensive library of more than one hundred validated competencies
- Customizable Self Assessment inventory to map the desired competencies
- Multiple questionnaire templates available for assistance in designing
- Qualitative feedback on specific areas can be sought
- 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 Self Assessment downloading



## REPORT FEATURES

- Easy to understand and interpret sections
- Detailed multi-dimensional reports
- Customizable report content to the organization needs
- Standard report content
  - Findings of the instruments/ tests administered
  - Areas of strength and development
  - Competency-wise summary of scores and gap analysis
  - Potential facilitators and inhibitors on the job
  - Qualitative Assessment
  - Indicative Job-Fit matrix

## EXCELLMETRICS™ ONLINE SURVEY TOOL

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



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