

Valid, Secure, Reliable

Personality Profiling

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When selecting a candidate for a job, sometimes you would like to know more about them than you are able to glean from a one hour interview.

Or, when managing people, sometimes you would like to know more about what drives and motivates them so you can assist in their development path.

Using personality profiling can help you learn more about your candidates or current employees in a number of ways:

- > how they relate to others
- > how they think
- > how they deal with their emotions
- > what motivates them
- > how they fit the culture of your organisation

Personality profiles are tools that allow you to gather this information in an objective way. They can be used to give you more insight into your people's strengths and areas for improvement for both selection and development.

A range of instruments to meet your specific needs

There are a range of instruments that allow you to assess an individual's preferred work style, personal attributes and motivations.

The types of instruments include:

- > Work style preference questionnaires
- > Personality questionnaires
- > Motivational questionnaires
- > Team style questionnaires

Is Personality Profiling for you?

Personality profiling is relevant to anyone working or providing services including:

- > Recruitment & selection
- > Executive search & assessment campaigns
- > Team, leadership & management development
- > Talent & succession management
- > Coaching
- > Change management

Providing you with access to the latest resources available

To meet the needs of the 21st Century, ValueEdge utilises the latest range of questionnaires.

To ensure you can utilise your profiling results with confidence, the resources we use have been assessed to deliver with optimal validity and reliability.

Our team of accredited and experienced psychologists are ready to help you with the administration and interpretation of your results.

We can provide individual feedback to both you and your candidate in relation to the results of the questionnaire in addition to written reports.

To support your entire assessment process we can also tailor customised interview questions specific to the needs of the role. Through these questions you can explore, during the interview process, any potential areas of concern highlighted in an individual's profile.

Secure online profiling now available

ValueEdge is pleased to provide you with the opportunity to complete your personality profiling needs in a range of formats – from the traditional 'pencil-and-paper' format to new secure online questionnaires.

Whatever your needs, ValueEdge can work with you to determine the most appropriate application process, reporting outcomes and related professional consultation to meet your needs.



Contact ValueEdge to discuss your assessment needs

To discuss ValueEdge's Personality Profiling Services, please contact one of our consultants at value@valuedge.com.au or phone **+61 3 9690 4550 or +61 2 8448 2024**. Visit us at www.valuedge.com.au