

# ASSESSMENTS



# optimal

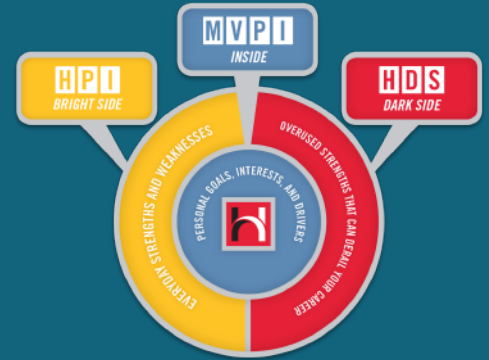
Developing Leaders. Optimising Performance.

## OUR ASSESSMENT TOOLS AND PARTNERS



**Hogan Assessments** is an international authority in personality assessment, having over 30 years of experience in providing assessment solutions to over 2.5 million working adults among Fortune 500 organisations worldwide.

Grounded in decades of research, Hogan Assessments predicts job performance by assessing personality, derailment characteristics, core values and cognitive reasoning ability.



<b>HPI</b>	Hogan Personality Inventory (HPI)	<b>HDS</b>	Hogan Development Survey (HDS)	<b>MVPI</b>	Motives, Values, Preferences Inventory (MVPI)	<b>HBRI</b>	Hogan Business Reasoning Inventory (HBRI)	<b>JUD</b>	Judgment
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**Self Management Group (SMG)**, is the largest sales profiling company in the world, operating in over 40 countries with millions of people profiled. Based on over 30 years of research, SMG offers unique assessment tools to help organisations select sales potential and maximise performance by identifying sales talent and placing them in the right sales roles.



Sales Potential Identification



Retail Sales Potential Identification



**Mosaic Personality Tasks** is an alternative to personality questionnaires, directly measuring a mosaic of individual behaviours in order to assess the full picture of personality.



Using a combination of seven objective behavioural tasks and one self-report questionnaire, it presents an accurate way of understanding personality by addressing issues of faking and blinds spots.

### RESEARCH-BACKED PRODUCTS BY OPTIMAL



**optimal360** is an integrated, customised solution for collating and analysing multi-source feedback. The online survey is designed for organisations to assess incumbents against their own set of competencies/critical success factors.

### OPTIMAL'S RESEARCHED LEADERSHIP COMPETENCY MODELS AND REPORTS

1. Optimal Resilient Leadership Report
2. Optimal High Potential Talent Report
3. Optimal High Potential Leader Report

Are you interested to know more about the tools above? Contact our local office for more information.

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