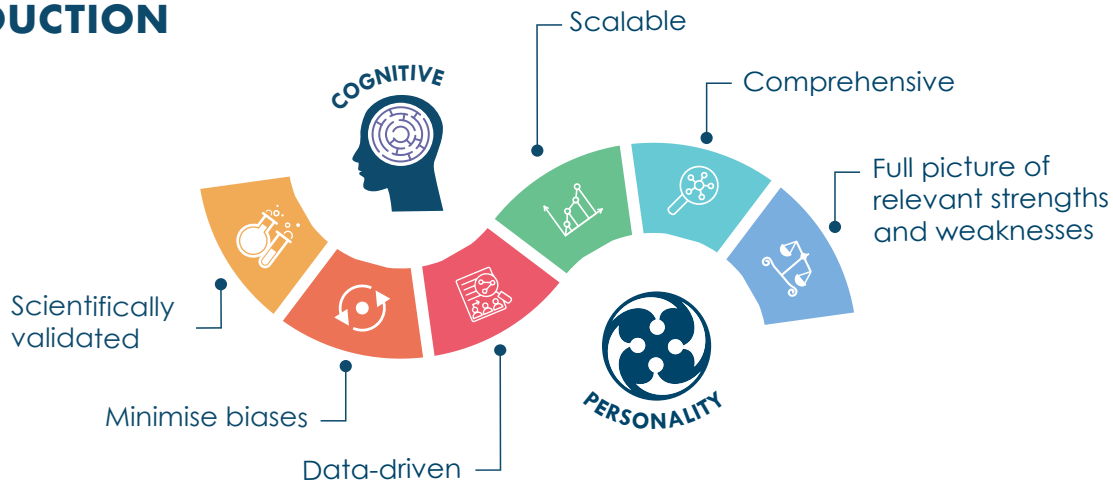




## MANAGEMENT ASSOCIATE / EMERGING TALENT IDENTIFICATION & DEVELOPMENT

### INTRODUCTION



Let Optimal's multi-data points approach give you the confidence you need for your talent strategy. Combining personality assessment with cognitive testing, you will get a holistic understanding of your talents and instantly identify the skills gaps and areas for development.



### PERSONALITY

**HOGAN GENERAL EMPLOYABILITY REPORT**  
*People Skills, Learning Skills and Work Ethic*

**HOGAN SAFETY REPORT**  
*Safety Behaviours / Competencies*

**SALES POTENTIAL INVENTORY / RETAIL  
SALES POTENTIAL INVENTORY**  
*Sales / Services Orientation*

**MOSAIC PERSONALITY TASKS**  
*Fake-Resistant Assessment through 7 personality  
tasks and self-report questionnaires.*

**OPTIMAL HIGH POTENTIAL TALENT REPORT**  
*Competency Rating Based on Optimal's Well  
Researched High Potential Facet*



### COGNITIVE

**RAVEN'S ADVANCED PROGRESSIVE  
MATRICES (APM-III)**  
*Evaluate Peoples' Ability to Analyze  
and Combine New and Existing Data to  
Solve Unfamiliar Problems*

**HOGAN BUSINESS REASONING INVENTORY**  
*Numerical, Verbal, Graphical and  
Business Reasoning*

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

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