



Talegent Approach to **Success Profiling**

TALEGENT.
CONSULTING SERVICES

What is **Success Profiling?**



Talegent Experts Identify the Key Requirements for Each Role

- Success Profiling helps organizations identify key competencies, behaviors, and characteristics for selecting and developing candidates who are best suited for long-term success.
- Structured processes (such as interviews, observations, and surveys) are used to define the key attributes required for success in a specific role.
- It helps align hiring, training, and performance management with business objectives.
- Success Profiling services are divided into three categories to suit different situations, depending on the needs and scope of the solution requirements.

Talegent Success Profiling Consulting Services:



Competency & Values Mapping

Talegent experts define role success through two stages of analysis: reviewing job requirements and industry data. Our Competency Mapping Report reveals essential competencies, guiding effective hiring decisions.



Confirmatory Success Profiling

Talegent defines role success through four stages: job requirements review, industry data analysis, staff questionnaires, and visionary interviews. Offers detailed insights into competency relevance for informed decision making.



Exploratory Success Profiling

Talegent defines role success through six stages: consultant observations, SME interviews, job requirement review, industry data analysis, staff questionnaire analysis, and visionary interviews. Our analysis details the relevance of each key competency, present and future.

**Job Requirement
Review**

Industry Data Analysis

**Job Requirement
Review**

Industry Data Analysis

Staff Questionnaires

Visionary Interviews

**Job Requirement
Review**

Industry Data Analysis

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Visionary Interviews

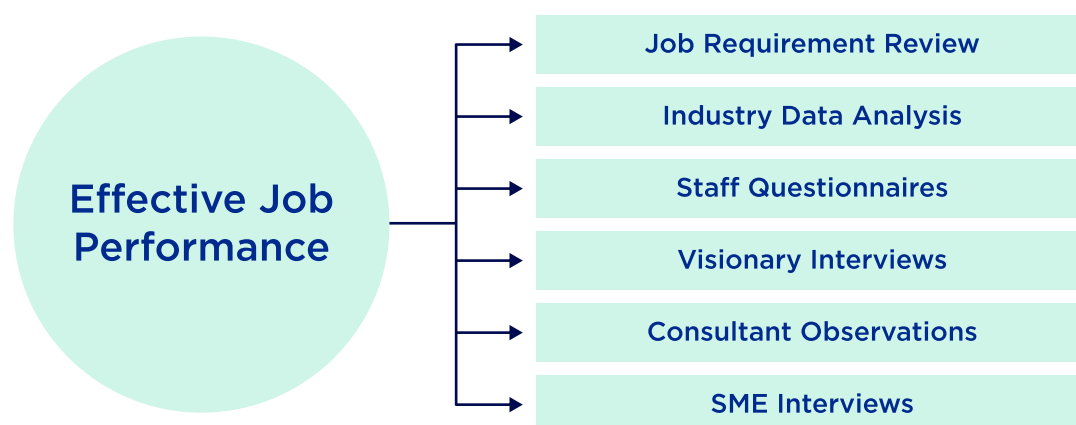
**Consultant
Observations**

SME Interviews

A Multi-Method Approach

At Talegent we favour a multi-method approach to Success Profiling consisting of between 3 and 6 techniques. This is to ensure a full, objective understanding of the competencies that drive performance. The techniques selected provide a mixture of qualitative and quantitative information about the knowledge, skills, abilities & attributes that are critical to success in a role.

Data Gathering Techniques



Job Description Review

The current position description of the role is analysed, providing key information about the task requirements, responsibilities and ideal employee characteristics.

Industry Data Analysis

Online industry resources such as O-net are used as an additional source of information. This analysis provides detailed information about roles, including frequently common tasks and required skills and abilities.

Staff Questionnaire

To collect valuable feedback from employees about their roles, tasks, and work environment, current staff are asked to complete a questionnaire. By gathering responses from a broad range of staff, common job responsibilities, skills, and challenges are identified. This technique helps to capture a wide variety of perspectives, providing a comprehensive understanding of the role's requirements, day-to-day activities, and potential areas for improvement.

Visionary Interviews

Senior staff are interviewed to understand, from their perspective, how the role is likely to be evolving and changing, and the likely future requirements of the role.

Consultant Observations

Current employees are observed in their work environment to gain a firsthand understanding of how they perform tasks in real-time. Specific activities, skills, and workflows associated with the role are captured allowing for identification of key job requirements that may not be apparent through other data collection methods. This offers valuable insights into the practical demands of the role, such as task execution, resource usage, and work dynamics.

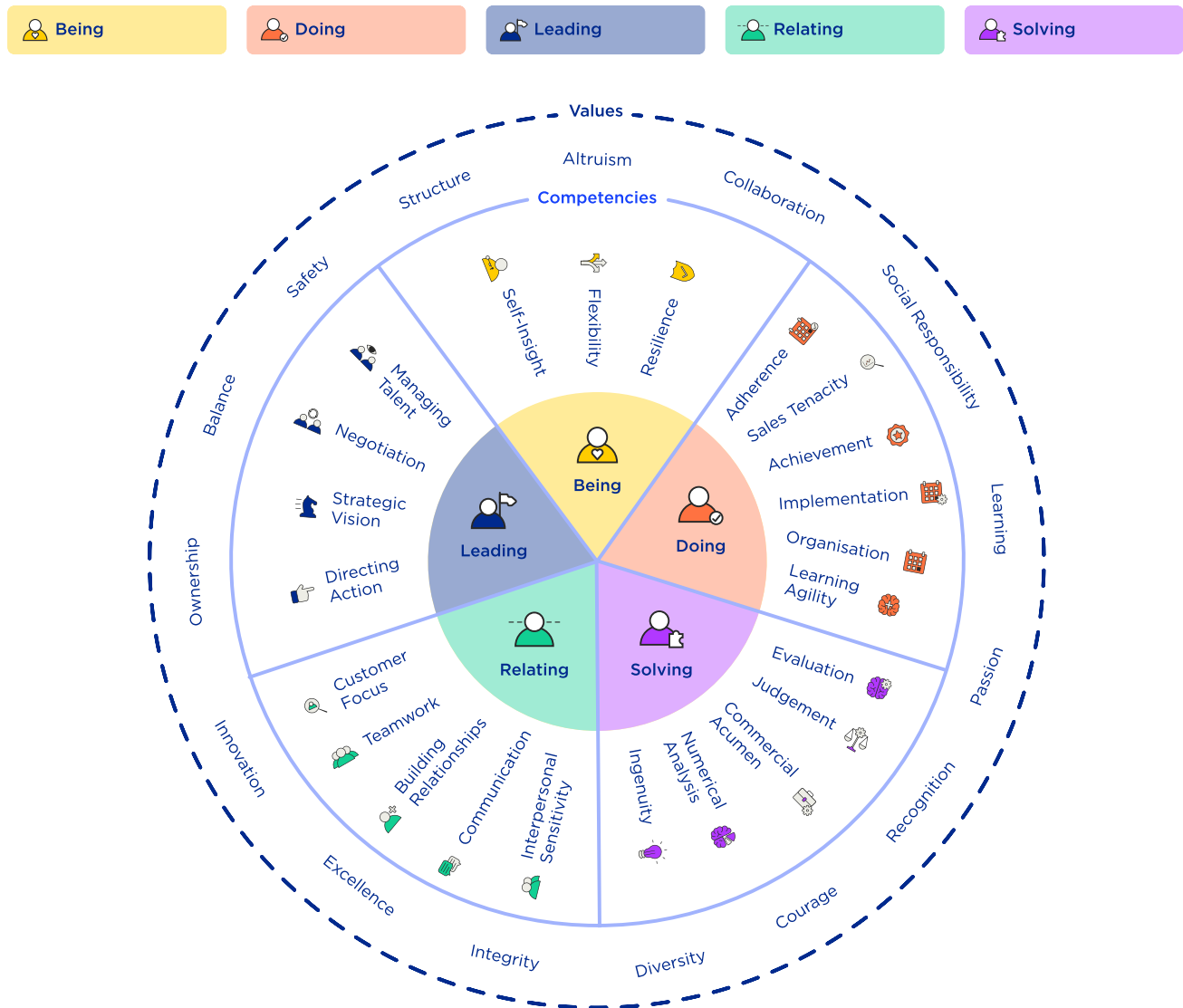
SME Interviews

SMEs are asked to relate incidents from their own experiences which were successful in fulfilling role objectives. These are then probed in-depth to provide a composite picture of job behaviours and the competencies necessary to fulfil task requirements and job objectives effectively.

Talegent Competency Model and Cards

The Talegent competency model underlies Talegent's Talent Assessments and comprises of a comprehensive set of 23 competencies, grouped into 5 key clusters. Competencies are selected for role-specific assessments to identify top talent across employment levels and industries. The model provides a logical, practical, and consistent approach to communicating and interpreting candidates' results.

Talegent's Competency Model contains 23 competencies across 5 clusters:



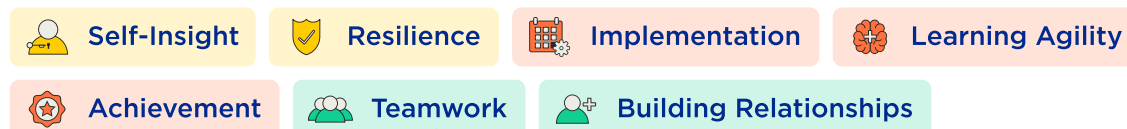
The **Talegent Competency Cards** are designed to help you identify the key competencies that are important for success in a particular role. Once selected, they can be used to build your psychometric assessment. These cards describe the key behavioral competencies employees need to do their job effectively.

Utilising your Talegent Competency Mapping Report

After receiving your Talegent Competency Mapping Report, you can either create a campaign using the mapped competencies or request assistance from a Talegent team member.

Below is an example of the how you can utilise your Talegent Competency Mapping report:

Talegent Competency Mapping:



Viewing Candidate Results:

Talegent Platform:

	Overall	Teamwork	Building Relationships	Implementation	Achievement	Learning Agility	Resilience	Self-Insight	Recent Reports
☐ Candidate 2492795	43 rd	48 th	25 th	82 nd	62 nd	72 nd	59 th	44 th	Cognitive & Con Hiring Manager
☐ Candidate 2492795	67 th	65 th	50 th	54 th	18 th	71 st	71 st	81 st	Cognitive & Con Hiring Manager

Candidate Report:

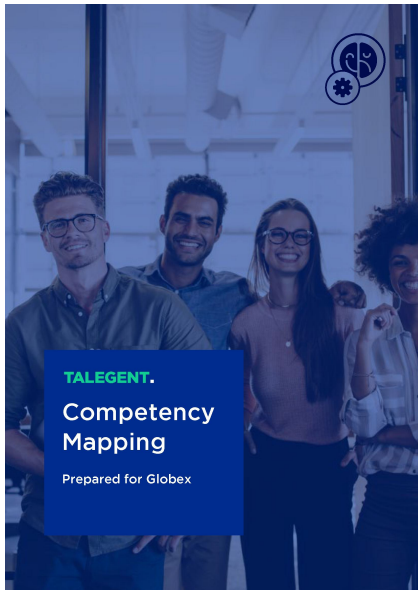
Competency Scores			SORT  COLLAPSE 	
ABOVE AVERAGE				
 Implementation			ABOVE AVERAGE	82nd Percentile
 Learning Agility			ABOVE AVERAGE	72nd Percentile
AVERAGE				
 Achievement			AVERAGE	62nd Percentile
 Resilience			AVERAGE	59th Percentile
 Teamwork 			AVERAGE	48th Percentile
 Self-Insight			AVERAGE	44th Percentile
BELOW AVERAGE				
 Building Relationships			BELOW AVERAGE	25th Percentile

Talegent Competency Mapping

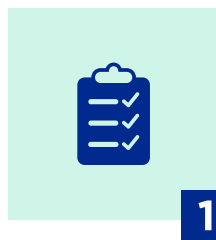
A Competency Mapping allows Talegent experts to identify the key requirements for success in a role via two analysis stages: a review of role requirements and of industry data.

By selecting the optimal set of competencies, it ensures that the assessment stage of your candidate journey measures key criteria to predict performance and identify talent.

Additionally, Talegent experts can take your company values and map them to our values model for targeted values testing. This adds a powerful and engaging stage to candidate screening.



PROCESS



1

Service Request

Your Client Success rep will confirm the service request and will request your competency framework collateral.



2

Report Delivery

Once completed, the Talegent Consulting team will meet with you to present the Competency Mapping Report and discuss the recommendations.

PRICING

Competency Mapping has a one-off cost of \$500 NZD.



SAMPLE

TALFMENT.

Competency Mapping

Prepared for Globex

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SAMPLE

OBJECTIVES

The goal was to apply Globex's competency model for the Customer Service Consultant role to better apply assessments to measure the key criteria to predict performance and identify development needs post-hire. Additionally, this model can then be integrated into the Talegent platform with the selection of the confirmed competencies to help Globex easily assess, compare and select the candidates for this role.

SUMMARY & RECOMMENDATIONS

An initial mapping based on the provided Job Description was performed. Based on the results of this option, Talegent has provided two potential solutions.

Competency Mapping

Globex provided a Job Description for the Sales role to Talegent's consulting team for review. The below table provides an overview of the

Talegent Competency	Talegent Description
Flexibility	Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.
Communication	Quickly understands communications, reads between the lines, and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience and influences others to see things a given way.
Resilience	Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.
Customer Focus	Fulfills obligations to internal and external customers. Understands customers' perspectives and responds to social cues appropriately. Treats all customers equally and maintains composure under pressure.
Adherence	Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.
Evaluation	Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

Table 1. Competency Mapping

Solution One

The first solution suggested by Talegent is an in-depth solution that favours depth over speed. Candidates would undergo the following Talegent Assessments:

1. Ipsative PATH Personality Questionnaire – 30 minutes.
2. Logical Reasoning Adaptive – 20 minutes.
3. Verbal Reasoning Adaptive – 20 minutes.

This assessment would take a participant approximately 70 minutes.

Solution Two

The second solution suggested by Talegent is a shorter solution favouring speed over depth. Candidates would undergo the following Talegent Assessments:

1. Normative PATH Personality Questionnaire – 20 minutes.
2. Verbal Reasoning Adaptive Express – 15 minutes.
3. Logical Reasoning Adaptive Express – 15 minutes.

This assessment would take a participant roughly 50 minutes.

REFERENCES

Table 1. Talegent Competency Model

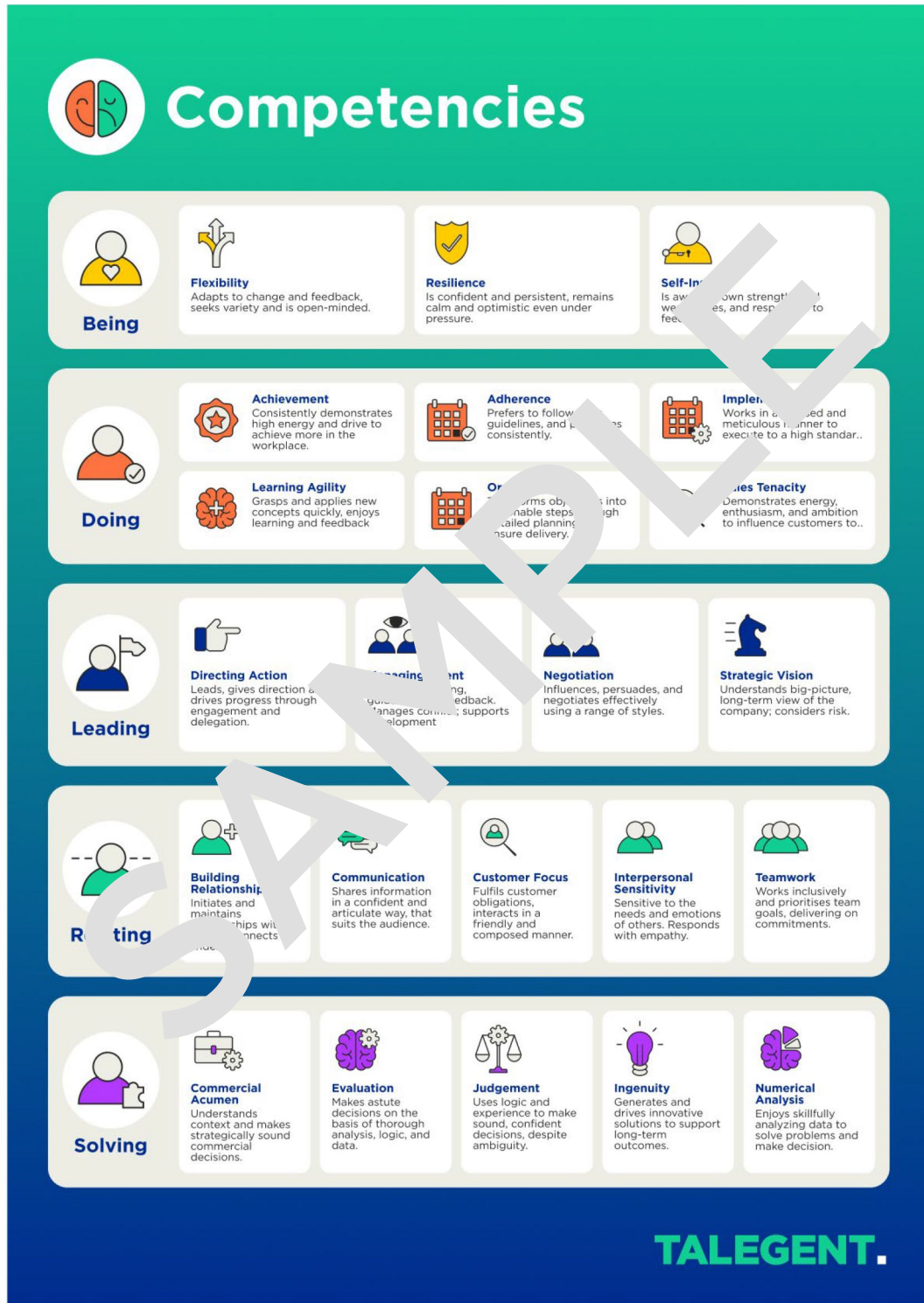


Table 2. Available Reports



Table 3. Additional Services

User Accreditation Everything you need to know to effectively use Talegent assessments.  Full Certification  Solution Fundamentals	
Expert Written Reports Assess your key candidates on role-relevant competencies.  Essential Report  Core Report  Comprehensive Report	
Solution Verification Review existing solutions to reflect the changing workforce.  Expert Review  Concurrent Solution Verification  Predictive Solution Verification	Success Profiling Talegent experts identify the key requirements for success in a role.  Competency & Values Mapping  Confirmatory Success Profiling  Exploratory Success Profiling
Integration Seamlessly integrate with your ATS and provide your organisation with easy access to assessment data.  ATS Integration One-off Setup Fee & Annual Maintenance Fee	Candidate Journey Talegent experts review your current candidate experience and map it against relevant industry and best practice metrics.  Candidate Experience Review