

Where's the ROI?

Nearly **94%** of job candidates matched by PPA have been rated in the categories "exceeds expectations" or "meets expectations" in their annual reviews.

Personality Can Predict Performance.

The Psyft Personality Assessment (PPA) identifies clear patterns between individual characteristics and potential job performance in specific roles.

SCIENTIFIC DESIGN

Designed by Psychologists, following APA* & BPS** guidelines; with professionals in mind.

FAKE RESISTANT

Ipsative format makes socially desirable responses almost non-existent.

PROFESSIONALLY VETTED

Reviewed and used by professionals in a variety of industries.

CRISP, RELEVANT REPORTING

User-friendly, business relevant reporting; graphical representations of results.

* American Psychological Association
** British Psychological Society



Our science impacts your bottom line.

Reduced selection errors
Reduced time-to-hire
Reduced staff turnover

PPA IN ACTION – USE CASES

RECRUITMENT & SELECTION

A boutique consultancy firm

Challenge

Hiring dynamic associates with the ability to step up to client acquisition and engagement responsibilities.

Solution

We suggested administering the PPA to help obtain an understanding on how candidates are likely to behave in their specific roles after they join, how they are likely to act and communicate with the client and their own teams. The tool was also suggested to provide a comprehensive analysis of individual traits through the lens of the Universal Competency Framework.

Results

Upon taking the PPA, one candidate was found to be leaning towards extreme emotional sensitivity, marked by high levels of self-consciousness and anxiety. This was a definite red flag for the role and the Client was informed of the risks. However, the Client chose to override the results in case of this individual and hired him purely for his technical skill.

A year after administration, during our follow up reviews, the Client confirmed the accuracy of the assessment as the employee was unable to perform his role effectively, despite having all the knowledge and support. The PPA has since become a regular part of hiring process at this firm and has helped the Client avoid such glaring hiring errors.

TEAM BUILDING

A law firm

Challenge

In any organization, especially in a compact one, a disconnected team can have disastrous consequences. Communication and efficiency are paramount - a lack of which can cost the firm not only an engagement, but also its hard won reputation. So a team that is working in silos is never good and must be fixed.

Solution

We suggested a day long, PPA based, Team Building Workshop. The PPA gave people an opportunity to understand themselves and each other in depth and consequently view others' personalities more objectively. The Workshop allowed coworkers to meet each other in a relaxed, neutral environment.

Results

Many issues, so far unsaid and unaddressed, were articulated and put to discussion in the workshop due to findings of the PPA. The thoughtfully designed exercises required team members to get out of their comfort zone and show their true selves. One of the team members for example, stated that he doesn't covet a leadership role and would rather be a follower – this was new to the management and helped them align their people strategy accordingly. By the end of this workshop, the team had moved from mere recognition to genuine camaraderie. After the PPA-based workshop, the team members started understanding each other much better and developed a certain level of empathy. The overall positive impact on productivity was evident to the client from the first week itself.

DEVELOPMENT

A large manufacturing firm

Challenge

Identifying HiPos (High Potential employees) for plant leadership positions.

Solution

We suggested a 2 day, PPA based, Assessment & Development Centre (ADC) where select employees are tested using a variety of exercises, simulations and discussions. It provides a holistic view of each participant's personality, skill and aptitude.

Results

A detailed individual report was prepared for each participant which provided rich, evidence based information which could be used to create individual development plans. In addition, a comprehensive report was submitted which became the basis of a leadership pipelining exercise by the Client to be used for succession planning and allocation of various senior level roles.