



Profile: **Match2**

THE LAUNCH PAD

EVERYTHING YOU NEED TO FUEL YOUR SELECTION AND
DEVELOPMENT STRATEGY

BPS APPROVED PSYCHOMETRICS

WHAT IS PROFILE:MATCH2?

Profile:Match2 uses the rigour of peer reviewed personality research to empower your preferred competency framework. **Applicable throughout the entire employee lifecycle**, it delivers highly reliable assessment and reports written in the accessible language of workplace competencies.

Traditional personality assessments require the expertise of a psychologist to interpret scores, translate those into expected behaviours and disposition, and to map those into the competencies required by any particular role. Profile:Match2 algorithms handle all this for you, translating personality metrics into the desired candidate competency ratings and generating reports written in accessible work-place language; reports that eliminate jargon and psycho-babble.

All you need to do is to identify the critical competencies for a role and choose the most appropriate report output. **Report options include sifting, selection, interview guides, personal development and 360 applications.**

The Profile:Match2 system even includes an integrated job analysis survey allowing others with job knowledge, experience or expertise to contribute to selection criteria when appropriate.



WHY WAS IT DEVELOPED?



PCL has a history of interpreting personality reports within the framework of a client's job description. This often involves consulting with the client, establishing exactly what they require for the role, and figuring out what their competencies mean. The psychologists map personality factors across to the critical competencies for each job role.

This process can be lengthy, expensive for the client, and provides room for inconsistencies and subjective judgement. PCL recognised that if they could develop algorithmic personality scale representations for each competency, **that candidates' personality scores could be automatically converted into the level of fit per competency** enabling a more objective comparison across candidates. This was the birth of Profile:Match2.

What you get in Profile:Match2 is the combined expertise of highly experienced business oriented psychologists. Our proprietary algorithmic approach to profile interpretation is underpinned by classic psychometric techniques, a consensual body of global personality theory and detailed research and development.



Under the bonnet of Profile:Match2 there is a dual-engine. One part of this engine is a personality assessment. This personality assessment is based on the Five Factor Model and is a robust, valid tool that captures and represents personality. The other part of this engine is the competency metrics system. This is where all of the algorithms sit that allow personality scores to be converted into competency fit scores.

PERSONALITY is considered as one's temperament, the typical way in which an individual approaches and responds to things. This temperament or disposition is the driving force behind our behaviours. It determines whether, for instance, we seek to engage with people, if we are open to new ideas, and how anxious we feel when taking risks. With each role within a workplace requiring different skills from employees, personality can shine a light on who is best suited to meet these requirements.

This second part of the engine takes personality scores and maps them onto competencies using algorithms. The algorithms re-score the chosen personality scores to create a competency fit score. The algorithms are created by PCL's team of highly experienced psychologists and are informed by both the research relating performance and personality, and the psychologists' expert judgement.



FOUR SIMPLE STEPS

Profile:Match2's (free) **Job Analysis Survey** gathers insights, intuitions and opinions about any role from those who have an informed view; people who have filled the role previously, as well as the views of managers, peers or industry experts. The collated output prioritises the most desired **competencies** and assists in the compilation of realistic and precise job specifications.

1

Once candidates have completed the questionnaire, **reports are generated showing how they measure up to each of the key competencies chosen**. The report makes it easy to identify the candidates with characteristics that are the best match for the role, or to identify areas that would require further development.

2

An interview guide can then be produced following completion of the assessment, providing commentary and insight into the interviewee's competency scores. If a candidate gets a score on the relevant personality scale that is too high or too low for that competency, then **applicable interview questions will appear within the guide** which can be used to highlight areas that require further evidence of suitability.

3

The tool is also used to increase awareness of an employee's developmental needs, **allowing managers to review strengths and limitations**, facilitating learning and development conversations.

4

How do I get started?

Simply visit the Profile:Match2 website and [register a profile](#) to start using the tool within your workplace.

Any questions? [Get in touch](#), read the [user manual](#), or watch this [short video](#), which walks you through the resources available.

**Do I need to attend a training course to use the tool?**

Unlike other psychometric tools, you do not need to be trained to use Profile:Match2. The accessible language means that anybody can use it. And without the need for a training course, Profile:Match2 is affordable for all employers.

Better still, there are no annual fees or set up fees for a Profile:Match2 account. So all you need is to set up an account and you're ready to go!

WHAT OUR CLIENTS SAY



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As part of our leadership training initiative, PCL were brought in to refresh our training exercises. The Profile:Match2 tool **facilitated personality analysis and highlighted each participant's strengths and shortcomings in relation to leadership attributes**. From here, these future leaders had an enhanced awareness of their developmental needs, allowing them to better focus their efforts in developing leadership skills.

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Being a well known brand, we attracted a lot of applicants for our in-store sales consultant position. The aim was to recruit the best-performing sales people while also reducing attrition. We wanted to assess the parts of personality related to high performance in sales.

Profile:Match2 assessed candidates against the relevant competencies, leading to bespoke interview questions which further probed candidates on these competencies. **The result was that sales staff recruited using Profile:Match2 yielded 10% more in sales than their colleagues.**

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