



Assessing Workplace Competencies – What Has Personality Got To Do With It?

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What Personality Has To Do With It





The Influence of Personality

- Roles are defined by the demands of the job
- They are 'born' in terms of competencies NOT in terms of personality characteristics
- Yet personality has a persistent impact
- It defines the challenge facing the employee



Personality Assessment Has Come A Long Way

- Personality assessment is technical and complex
- High utility, accurate and reliable
- BUT....
-to use it effectively, you really do need to know what you are doing

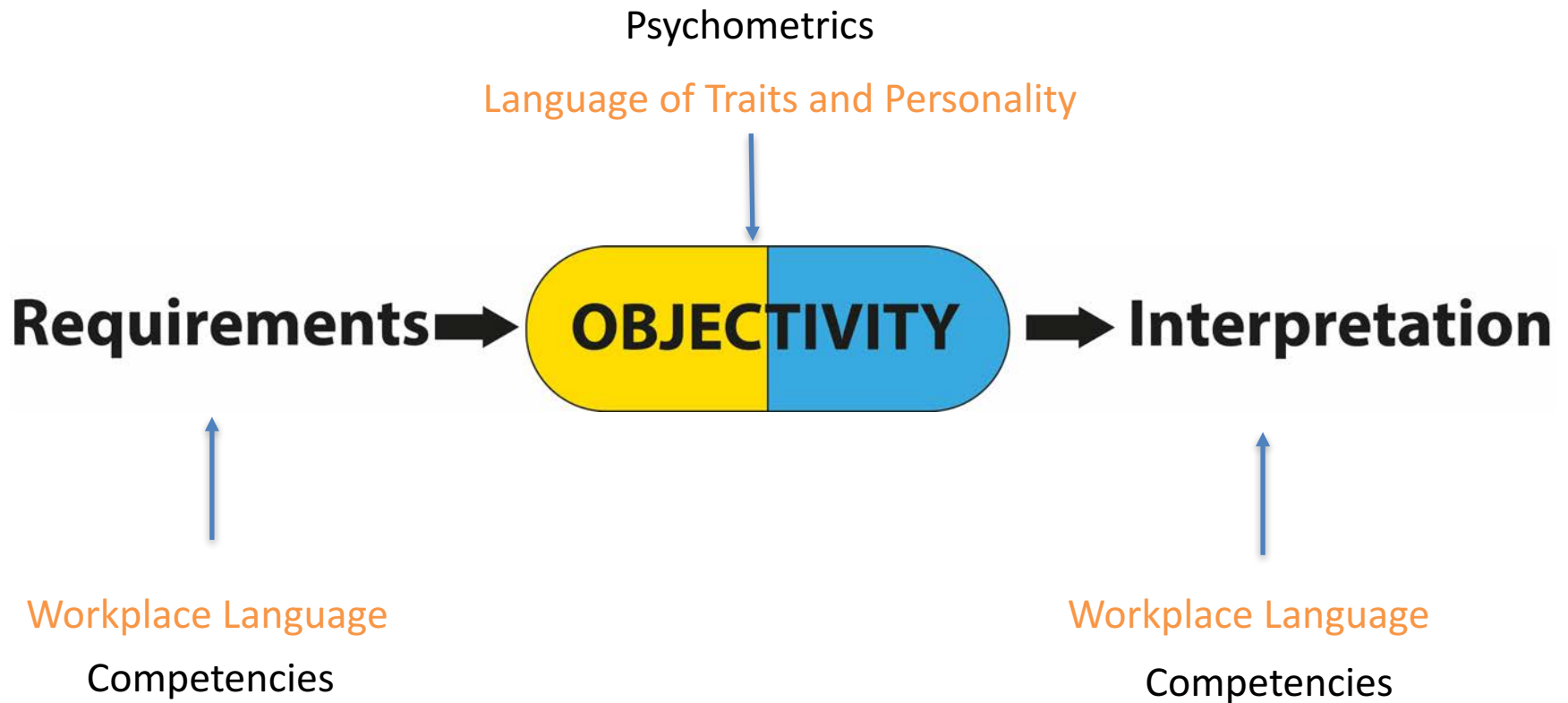


The Psychometric Bubble





Translation – Interpretation - Translation





A White Hall Solution

Working to a competency framework:

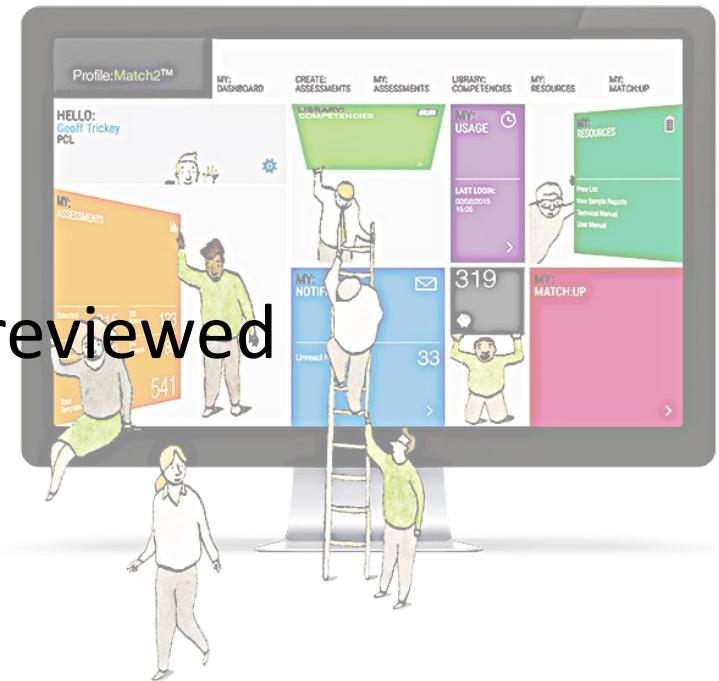
- Intellectual capability
- Self-awareness
- Drive for more
- Resilience
- Relationship management
- Organisational leadership
- Results focused

SOCIABILITY
AMBITION
ADJUSTMENT
PRUDENCE
AGREEABILITY
INTELLECTANCE
SCHOOL SUCCESS



Profile:Match2[®]

- A personality profiling tool that targets the specific competencies required for the job
- Consensual Five Factor Model technology
- Very extensively researched
- Independently validated and reviewed
- BPS Audited and Registered





What's The Difference?

- Competency interface
- Configurable for 'tailored' assessments
- 100% consistent interpretation
- Report options: Job analysis, Sifting, Interview Guide, Selection, Development, 360°, Coaching



The Profile:Match2 Dashboard

Profile:Match2 [®]

[MY: DASHBOARD](#) [CREATE: ASSESSMENTS](#) [MY: ASSESSMENTS](#) [LIBRARY: COMPETENCIES](#) [MY: RESOURCES](#) [MY: MATCH:UP](#)

CREATE ASSESSMENT TEMPLATE

COMPETENCIES 📖

TOTAL SELECTED COMPETENCIES: 0

Templates ▾

<b style="color: #e91e63;">GOAL SEEKING <ul style="list-style-type: none"> <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">DELEGATING i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">INDEPENDENCE i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">MANAGING CHANGE i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">PERSUASIVE COMMUNICATION i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">PROJECT MANAGEMENT i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">RESULTS ORIENTATION i 	<b style="color: #e67e22;">INTERPERSONAL <ul style="list-style-type: none"> <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">COMMUNICATION SKILLS i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">CUSTOMER FOCUS i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">DEVELOPING OTHERS i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">INTERPERSONAL SKILLS i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">PEOPLE MANAGEMENT i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">TEAM ORIENTATION i 	<b style="color: #27ae60;">STRATEGY <ul style="list-style-type: none"> <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">ANALYTIC i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">CREATIVE i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">DECISION MAKING i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">FLEXIBILITY i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">PROBLEM SOLVING i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">STRATEGIC AWARENESS i
<b style="color: #2980b9;">ORGANISATION <ul style="list-style-type: none"> <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">ATTENTION TO DETAIL i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">COMMITMENT i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">INFORMATION MANAGEMENT i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">PLANNING AND ORGANISING i 	<b style="color: #9b59b6;">ENTERPRISE <ul style="list-style-type: none"> <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">LEADERSHIP POTENTIAL i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">MOTIVATION i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">RESILIENCE i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">RISK TAKING i <li style="background-color: #eee; padding: 2px; margin-bottom: 2px;">SELF CONFIDENCE i 	

INSTRUCTIONS ☰

On this page you can choose the competencies and the type of report that are relevant for your assessment template, and/or create a Job Analysis Survey.

Hover over the i button next to each competency for a detailed description.

- 01** Select your required competencies in the window, left, or choose an existing template from the pull down Template Prompts.
- 02** Choose the type of report you need below - Selection, Development or 360.
- 03** Preview your chosen competencies for Selection or Development Reports or view a sample 360 Report.
- 04** Click on the SAVE button to finalise your template details.
- 05** Alternatively, if you want to create a Job Analysis Survey click on the button below.

JOB ANALYSIS SURVEY

SELECTION REPORTS

DEVELOPMENT REPORT

360 REPORTS

MY: INVOICING ASSISTANT
✉

MY: USAGE
🕒

MY: CREDITS
💰

MY: NOTIFICATIONS
✉

MY: CONTACTS
❓

MY: SETTINGS
⚙

LOG OUT
🔌

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Click & Go

1. Select your competencies
2. Select report format
3. Foreword instructions email to candidates
4. Wait for reports to drop into your inbox



Five Key Benefits

- Assessments tailored to specific job requirements
- Job Analysis Survey
- Interpretation standardised and 100% consistent
- Everyday language of decision-makers
- Consistent metrics across the employee life-cycle



Using A Competency Assessment For Recruitment

Christine Bishop, Senior Business Psychologist, McAdam King





Background

- Business psychology consultancy based in Scotland
- Large cross-section of clients including the Scottish Government
- Registers of Scotland asked us to design a bespoke assessment process to fill senior HR roles using their competency framework



**Registers
of Scotland**



The Solution

- Analysing the role profile, we identified the competencies key to success in the role
- We designed and agreed a bespoke assessment centre process, including a competency-based interview, verbal and numerical reasoning tests and a 'role play'



Why Include Profile:Match2?

The client was keen to create a rigorous process. We suggested Profile:Match2 because:

- It contains an extensive library of well-defined competencies
- Matching these competencies to the client's framework was quick and simple and we were confident we were testing the right areas



Why Include Profile:Match2?

Registers' Competency

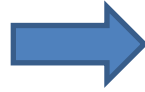
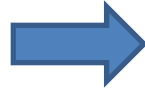
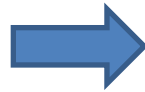
Communication & Influencing

Motivation & Drive

Working with Others

Planning & Organising

Analysis



Profile:Match2 Competency

Persuasive Communication

Motivation

Interpersonal Skills

Planning & Organising

Analytic



Selecting Competencies

CREATE ASSESSMENT TEMPLATE

COMPETENCIES



INSTRUCTIONS



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JOB ANALYSIS SURVEY

SELECTION REPORTS

DEVELOPMENT REPORT

360 REPORTS

TOTAL SELECTED COMPETENCIES:

5

Templates



GOAL SEEKING

DELEGATING **i**

INDEPENDENCE **i**

MANAGING CHANGE **i**

PERSUASIVE COMMUNICATION **i**

PROJECT MANAGEMENT **i**

RESULTS ORIENTATION **i**

ORGANISATION

ATTENTION TO DETAIL **i**

COMMITMENT **i**

INFORMATION MANAGEMENT **i**

PLANNING AND ORGANISING **i**

INTERPERSONAL

COMMUNICATION SKILLS **i**

CUSTOMER FOCUS **i**

DEVELOPING OTHERS **i**

INTERPERSONAL SKILLS **i**

PEOPLE MANAGEMENT **i**

TEAM ORIENTATION **i**

ENTERPRISE

LEADERSHIP POTENTIAL **i**

MOTIVATION **i**

RESILIENCE **i**

RISK TAKING **i**

SELF CONFIDENCE **i**

STRATEGY

ANALYTIC **i**

CREATIVE **i**

DECISION MAKING **i**

FLEXIBILITY **i**

PROBLEM SOLVING **i**

STRATEGIC AWARENESS **i**



Solution: Including Profile Match

- As Profile:Match2 is competency based, it was easy to integrate into assessment process
- We were able to 'score' the Profile:Match2 competencies on a 5-point scale and include them in our assessment matrix
- Reports were given to the line managers and HR professionals. Unlike other instruments, Profile:Match2 does not require expert interpretation
- We knew Profile:Match2 was easy to set up, administer and cost-effective



The Benefits

- Profile:Match2 added insightful quantitative and qualitative information into the overall assessment process
- Feedback from the Profile:Match2 reports were incorporated into final candidate feedback reports
- Generating 'strengths' and 'development points' for the successful candidates was made much easier than usual



The Benefits

- Crucially, the successful candidates have proved to be a good fit and have been highly successful in post
- Very positive feedback about the process from candidates
- Line managers found the Profile:Match2 reports very useful and asked for candidates to be given copies to aid development
- So successful was the process, we have recently conducted a very similar one for a senior resourcing role in HR



Questions?





Contact

Conduct a free Job Analysis Survey.

Set up a Profile:Match2 account:

www.profilematchassessments.com

Visit the
Profile:Match2
Assessment Site

For more information:

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Twitter: @pclconsultancy