



Consultancy *Psychological Profiling*

WHY USE PSYCHOLOGICAL PROFILING?

A powerful addition to a range of personal and organisational activities, such as:

- Recruitment and selection decisions
- Succession planning
- Career development / change
- Individual coaching
- Team composition and development

Profiling provides information on mental abilities, leadership and decision making style, and cultural fit. It can also highlight an individual's fracture points and coping styles, as well as any counterproductive or destructive behaviours. Broadly, we can divide the focus of Psychological Profiling into either a selection or development context.



SELECTION

Choosing the right people, whether it's recruiting or promoting them, is fundamental to the success of your organisation. Poor selection decisions can make for unnecessary financial outlays and waste a great deal of time and other resources. Psychological Profiling adds an extra dimension to your recruitment or selection process.

This additional information can help you:

- Make the right selection decision
- Understand how candidates will operate in a team environment
- Motivate and manage the successful candidate
- Provide the right development opportunities for the appointee
- Anticipate potential stressors and 'fracture points'

Our consultants are experienced assessors and psychologists, who have worked in most sectors and at all levels, with organisations of all sizes. We have the expertise to select or design the most appropriate assessment tools for your needs.

DEVELOPMENT

OPS take a developmental approach in all consultancy work, so it's no surprise that clients use our assessment expertise to help with their developmental activities.

More often, we carry out psychological profiling for development on an individual basis, usually as part of a broader executive coaching programme, although group-based developmental assessment can form part of a development centre or team building intervention. We have delivered this service to public and private sector clients working with middle managers through to CEOs.

The profiling process involves:

- Identifying key demands of current and future roles
- Recommending the best psychometric, 360° and non-psychometric tools to carry out profiling
- Test administration and interpretation
- In-depth feedback session with an experienced psychologist
- Assessment of strengths, working style, preferred culture, and motivators
- Identifying barriers to performance, development areas & appropriate actions
- Action planning for future development



The focus is on finding the optimum use for the individual's strengths and matching them to an appropriate role, whilst helping them take responsibility for developing in areas that will make a positive difference. OPS are one of the UK's centres of independent excellence where psychometrics are concerned. Our consultants have access to all major personality and ability tests, but aren't tied to any test publisher. This allows us to use and recommend instruments purely on technical merit and relevance.

WHAT OUR CLIENTS SAY

- “ Dr Glen Fox's work is highly regarded by everyone she has advised. She always works with integrity, which combined with her strong charisma, intelligence and judgement make her highly effective. She has always delivered work to deadline and has been clear about pricing. Her analysis reports and facilitation skills have contributed significantly to organisational development within the Museum over the last seven years. ” (Paul Brereton, Human Resources Director, Natural History Museum)
- “ From the brief give, OPS delivered the required professional and efficient service and were flexible and responsive to our requirements and timescales. I have been very satisfied with the results from this activity. ” (Robin Imms, MAS Group Finance Director, BAE Systems)
- “ As a result [of OPS sourcing and assessment], I can now boast of having first class senior management... Your professionalism and pro-active approach... is both diligent and astoundingly accurate... I can look back at the reports... and find they depict the individuals employed to the letter. ” (Managing Director, Purfleet Thames Terminal Ltd)

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Chartered Psychologist