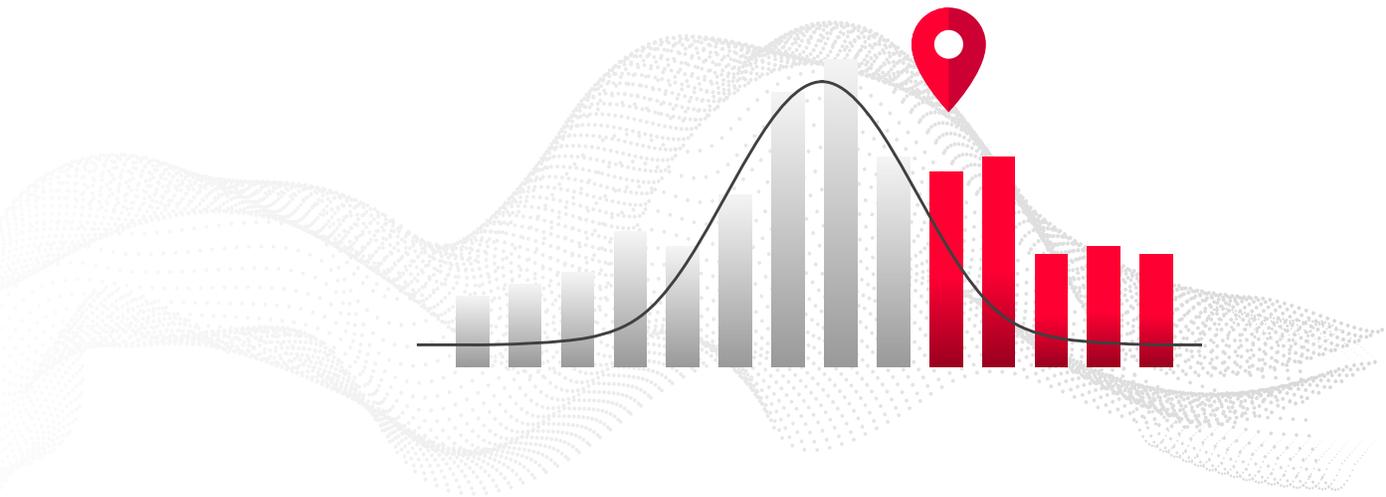




CONCHIE ASSOCIATES SELECTION ASSESSMENTS

Measure the Talents That Really Matter
Accurately Predict Performance Levels

Personality, behavioral, and skills-based assessments aren't fulfilling their promise of helping organizations identify and develop candidates with the Talents to reach the highest levels of performance.



Conchie selection assessments get top quartile performance predictions right
8 times out of 10.



For All The People Who Work For You In All The Ways They Work For You

Our assessment offerings enable managers to position the most Talented candidates to do their best work.



General Assessments

Six critical roles drive the success of larger organizations. Hiring the right talent into these positions tends to be the deciding factor in overall company growth and performance. Companies that struggle with succession planning and “bench strength” have typically not paid sufficient attention to hiring into these levels.

1. Productive Employee
2. Professional Associate
3. Frontline Manager
4. Manager of Managers
5. Senior Director
6. Board Member



Boutique Assessments

We build assessments for unique roles that are critical to the success of an organization. These roles are usually revenue-driving or technical roles with a disproportionately large number of incumbents. Our work spans across a variety of industries to accommodate varying levels of role complexity and customer sophistication.

1. Sales Representative
2. Sales Manager
3. Financial Advisor
4. Customer Service Representative
5. Call Center Operator
6. Educational Professional



Predict Performance Before You Hire

In nearly all situations, a person with high Talent is going to achieve more – and have the potential to improve further still – when compared to individuals who have valuable experience, knowledge, and skills, but lack key Talent.

Talent is the most difficult area to assess, and yet, it is the most important element that needs consideration during the selection process. Assessing Talent is a specialized capability and few organizations have evolved effective approaches to doing this to a consistent, validated standard.

Talent assessments can help you:

- Reduce time spent screening candidates
- Drive increased productivity and engagement
- Reduce negative turnover
- Identify individuals for accelerated development
- Develop a common language to define Talent

Our comprehensive selection research defines the five Talents through which superior performance can be achieved. We provide comprehensive performance predictions across these five dimensions by measuring a multitude of distinct traits, characteristics, and dispositions that enable different individuals to achieve phenomenal success.

Talent Dimension	Description
Setting Direction	Defining purpose, goals, and objectives through generating ideas, asking questions, and setting targets.
Harnessing Drive	Possessing the energy, determination, and resilience to achieve objectives.
Exerting Influence	Inspiring, challenging, and influencing others to do what is required and to do what is right.
Building Connectivity	Building meaningful connections with individuals and teams to extend networks and break down barriers to success.
Controlling Traffic	Creating and operating the processes and systems to manage complexity and get work done efficiently.

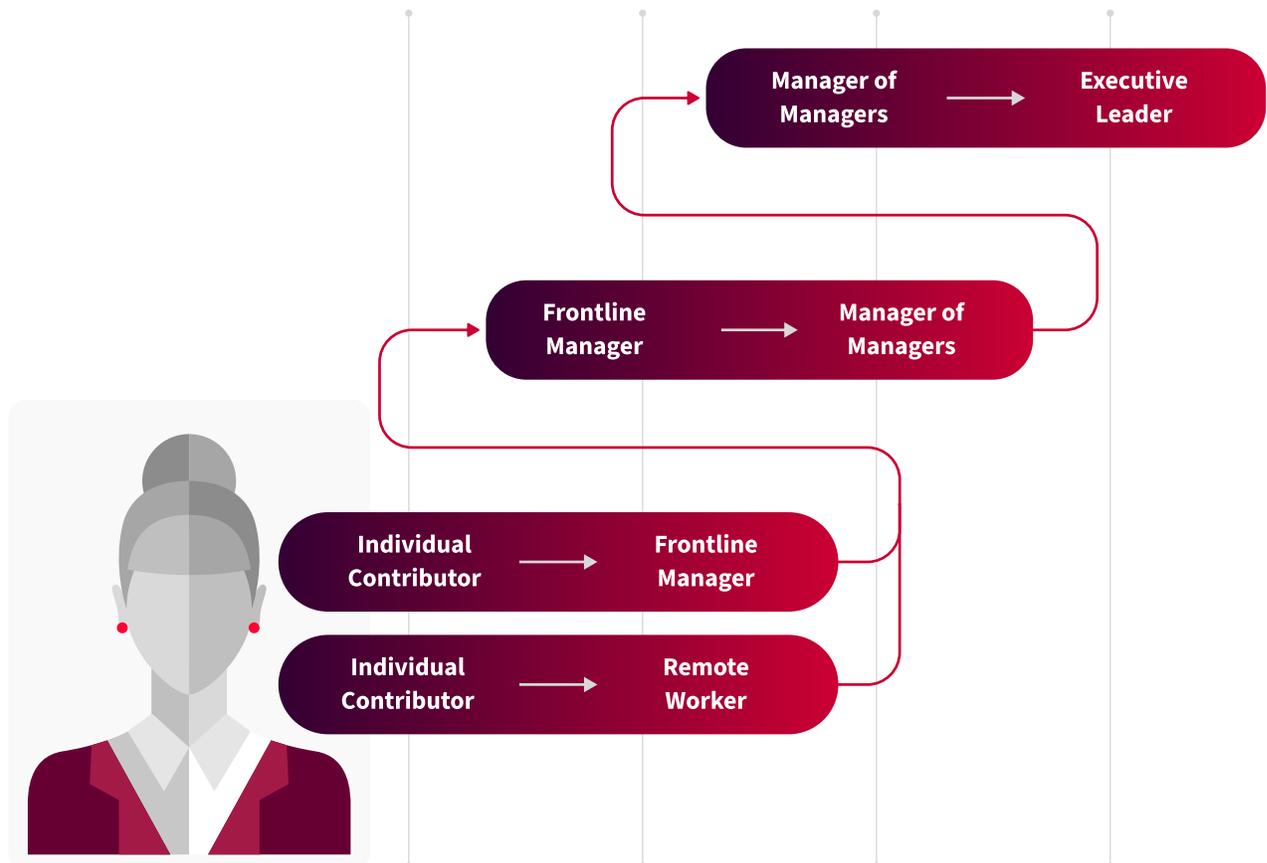


We Are Your Long-Term Partner In Succession Planning

Conchie selection assessments enable you to identify and invest early in employees who have the Talents to be brilliant in every setting, at every level.

Our assessments provide performance predictions for the present role and indicators for next-level Talents waiting to be developed.

- ✓ Discover Hidden Potential Hiding in Your Ranks.
- ✓ Minimize The Bias That Stops You Betting on Talented Individuals.
- Individual Contributor to Remote Worker
- Individual Contributor to Frontline Manager
- Frontline Manager to Manager of Managers
- Manager of Managers to Executive Leader



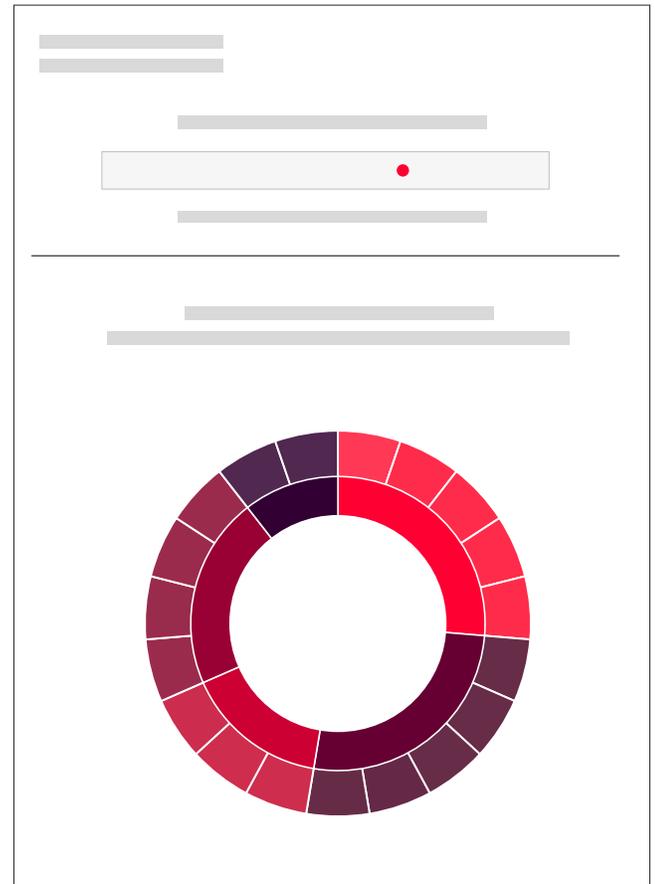


The Most Powerful Assessment and Analysis Tool for Performance-Oriented Leaders

We understand the demands on HR professionals to support their organizations in hiring top Talent. We have built the most powerful assessment and analysis tool for those wanting to identify the very best candidates for external hires and internal promotions.

Our powerful analytics engine answers the questions that really matter.

- How high are our selection standards?
- Are the candidates we're hiring today stronger than our current best in role?
- Is our selection process biased against any minority group?
- Are we making progress in identifying and selecting more Talented and diverse individuals for key roles?
- How accurate were our performance predictions for new hires?
- What was the business impact of our hiring decisions?
- How well could we be performing if we raised our selection standards?
- Do we really know who our high potential leaders are?





Our approach

Research

Our online assessments are fully researched for predictive validity within client organizations. Whether implementing general assessments or developing unique assessments for critical roles, we conduct research based on your very best performers, how to replicate their outcomes, and raise the current standards of performance.

Measure

Each candidate who takes a Conchie selection assessment is measured against critical characteristics and talents that predict greater performance. Each person achieves high performance in different ways, and we highlight the Talents and deficiencies of candidates to help you make the best hiring decisions.

Predict

Every hiring decision you make is a prediction of a candidate's future success. Our focus is to reduce the error rate in selection decisions. It is important that the benchmark is not set too low – we focus our assessments on predictions of top quartile performance, and we validate our assessments against this standard.

Develop

The characteristics we measure are capabilities that contribute to a person's success. Work needs to be done converting this potential into positive outcomes. We provide support to HR and hiring managers on how to interpret Conchie selection assessments and provide ongoing coaching that sets new employees up for long-term success.



Conchie Selection System

We offer a robust training package to integrate seamlessly into your current recruiting process.

Quick and Convenient Candidate Setup, Assessment and Analysis

Online selection assessments can be quickly set up and are delivered to candidates on a platform that is customized to your company's brand. We offer a secure, web-based tool that can be accessed in your office or at a remote location. Assessments are designed to be completed by candidates within 15-30 minutes and results are delivered immediately.

Fully Integrated Solution

Our online selection assessment suite offers full integration across the critical roles in your company. Typical assessments provide two unique predictions. First, the likelihood of success in the role. Second, an indicator that provides companies with the ability to invest early and more intentionally in the growth and development of those with the best chance of success in elevated roles.

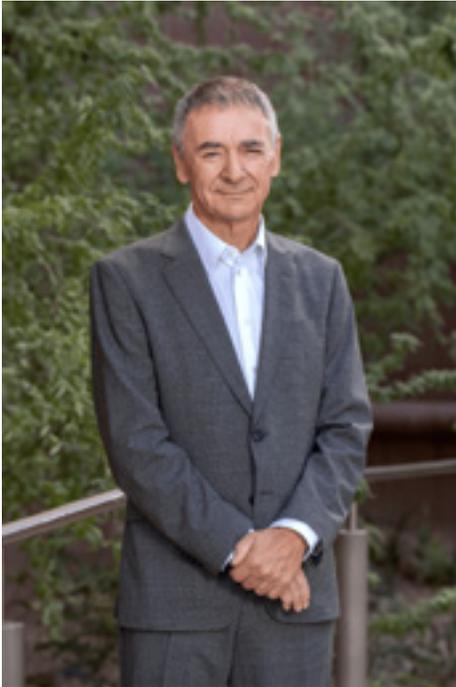
Global, Multi-Language Capability

Our online assessments have been built, translated, and validated in major languages for full global deployment. This is of significant value in establishing effective comparison between more senior candidates for consideration for international assignments.

For example, we can provide an objective means of determining whether the strength of a leader in China could successfully take on a role in the US, or vice versa. Being able to globally map talent this way enables companies to unlock their talent and enable strategic implications of people moves to be effectively planned and executed.



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With over 35 years of experience in the areas of psychometric assessment, executive coaching, top-level succession planning, individual and team optimization, organizational effectiveness and strategic alignment, Conchie Associates can help transform your business for long-term success.

Conchie and Dalton are co-authors of *The Five Talents That Really Matter: How Great Leaders Drive Extraordinary Performance* (Hachette Go, 2024). Order your copy of the book to learn more from our research and transform your organization's approach to selection and development.

IF YOU LEAD OTHERS, YOU NEED TO READ THIS BOOK

LEARN MORE