

Psychometric Process - TALENTFLOW®

Identifying individual potential, contribution to the organisation, personal impact on senior teams and business critical issues.



Candidate Profiling

Bespoke programmes designed to assess the drivers and motivators of candidates for partner, director and other senior or business critical positions

- Individual or small sessions profiling the personalities & style of candidates
- Highly respected analytical instruments used in combination, may include:
 - OPQ 32 – Personality Profiling
 - Myers Briggs Type Indicator
 - Advanced Critical Reasoning Tests



Feedback to client

Complete personality profiles on candidates include:

- Written reports detailing:
 - Leadership and culture fit
 - Team impact
 - Motivators and stress factors
- Structured individual interview strategies, with factor-specific questions



Feedback to candidates

A value-added process for all candidates, who are debriefed on their report with emphasis on future career and interview tactics

- Feedback can be 1 to 1, by phone, or by mail
- Understanding the report and findings
- Identifying key issues



Next Steps – Development Process

Flexible programmes designed to identify the on-going development needs of successful candidates

- Key business priorities and issues
- Personal and professional development strategy
- Executive coaching and support programmes



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