What is Talent Optimization?

We use the Talent Optimization software platform and our expertise to collect and analyze the people data from your organization and potential candidates that may join your organization, to help you align your organizational strategy with your people strategy for optimal results.

Talent Optimization is a four-part discipline that utilizes quantitative data and analytics in a way that pushes everyone to the top of their game.

Here are the four aptitudes of Talent Optimization:

1. **DIAGNOSE:** Measure critical people data, analyze that data in the context of your business, and prescribe remedies as needed
2. **DESIGN:** Create and continuously evolve your people strategy
3. **HIRE:** Use talent optimization insights based on people data to hire top talent, promote the right people and build cohesive teams
4. **INSPIRE:** Use data to drive important employee-oriented activities such as career pathing, maintaining organizational culture, and managing people and teams

Who is Talent Optimization for?

- Organizations that want to:
- Hire like experts
- Promote the right people to the right role
- Become better managers
- Create engaged cohesive teams
- Build the best-in-class organizational culture
- Utilize a scientifically proven method to improve results that is used by some of the world's most successful organizations

Talent Optimization consists of three Assessments and Teams software, which helps us collect and analyze your people data

1. Predictive Index Behavioral Assessment
2. PI Job Assessment
3. Cognitive Assessment
4. PI Team Discovery

1. Predictive Index Behavioral Assessment
The Predictive Index Behavioral Assessment™ is designed to be the most effective, simple, and easy to use science-based assessment. The Assessment provides an **accurate depiction**, or pattern, of an individual's core drives, and insight into their **needs** and **behaviors** and has been used by thousands of businesses around the globe for over 60 years. The Predictive Index Behavioral Assessment is used to assist in hiring, coaching, motivating, and developing employees.

How does the assessment work? Individuals are presented two lists of descriptive adjectives. The first asks respondents to select ones they feel describe the way they are expected to act by others. The second asks them to select ones they feel really describe them. Each term is associated with one of the five drives below.

What does the assessment measure?

1. **DOMINANCE**: The degree to which an individual seeks to control their environment.
2. **EXTRAVERSION:** The degree to which an individual seeks social interaction with other people.
3. **PATIENCE:** The degree to which an individual seeks consistency and stability in their environment.
4. **FORMALITY:** The degree to which an individual seeks to conform to formal rules and structure.
5. **OBJECTIVITY:** The degree to which an individual prefers objectivity when processing information.

2. PI Job Assessment
The PI Job Assessment™ provides a target and benchmark for your internal roles and responsibilities. The assessment defines the ideal behavioral and cognitive recommendations for specific roles, while considering company culture and team dynamics. You can create your job descriptions from this assessment. The PI Job Assessment brings structure to your interviews. The assessment provides you how a candidate's behavioral drives and needs align to the target you have set. Use the recommended questions to probe for gaps and to confirm fit.

3. PI Cognitive Assessment
The PI Cognitive Assessment™ measures an individual's general cognitive ability in 12 minutes (extended time is available when necessary) and serves as a critical assessment tool in recruitment and talent management processes. A candidate's assessment score is an indication of their ability to absorb and process complex information, and their capacity to deal with the cognitive demands of a given position. The assessment determines an individual's ability to

catch on quickly, figure things out on their own, and to meet or exceed performance expectations. How does the assessment work? The Cognitive Assessment consists of 50 multiple-choice questions from three cognitive ability categories (Verbal, Numerical, and Abstract Reasoning) and nine subcategories. Results from the three categories represents the cognitive score, which is a measure of general cognitive ability.

4. PI Team Discovery
The PI Team Discovery™ tool lets you see and improve any team's chance of success. Assess your team's strategic goals and behavioral style (or "Team Type") side-by-side — so you can know where the team is suited to succeed and where they may need to stretch. With PI Team Discovery™, your teams work efficiently, and you can stay focused on strategy.