



# **Data-Driven Hiring &**

## **Talent Development**

For Corporates and Universities

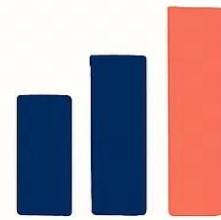
# Why It Matters for Companies

- ⚠ Traditional hiring is **subjective & prone to bias**.
- \$ Wrong hires cost **3-4x the salary** in lost productivity & rehiring.
- 📈 Data-driven insights ensure the right **cultural & skill fit**.



# How Behavioral Assessments Drive Success

## BENEFITS OF BEHAVIORAL ASSESSMENTS



**20–30%**  
INCREASE IN  
HIRING SUCCESS



**25–30%**  
REDUCTION  
IN TIME-TO-HIRE



**50% LOWER**  
EMPLOYEE TURNOVER



**IMPROVED TEAM  
PERFORMANCE**

*Sources: Harvard Business Review (HBR), Society for Human Resource Management (SHRM), 2023*

# What is PPA (PointLeader Personality Assessment)?

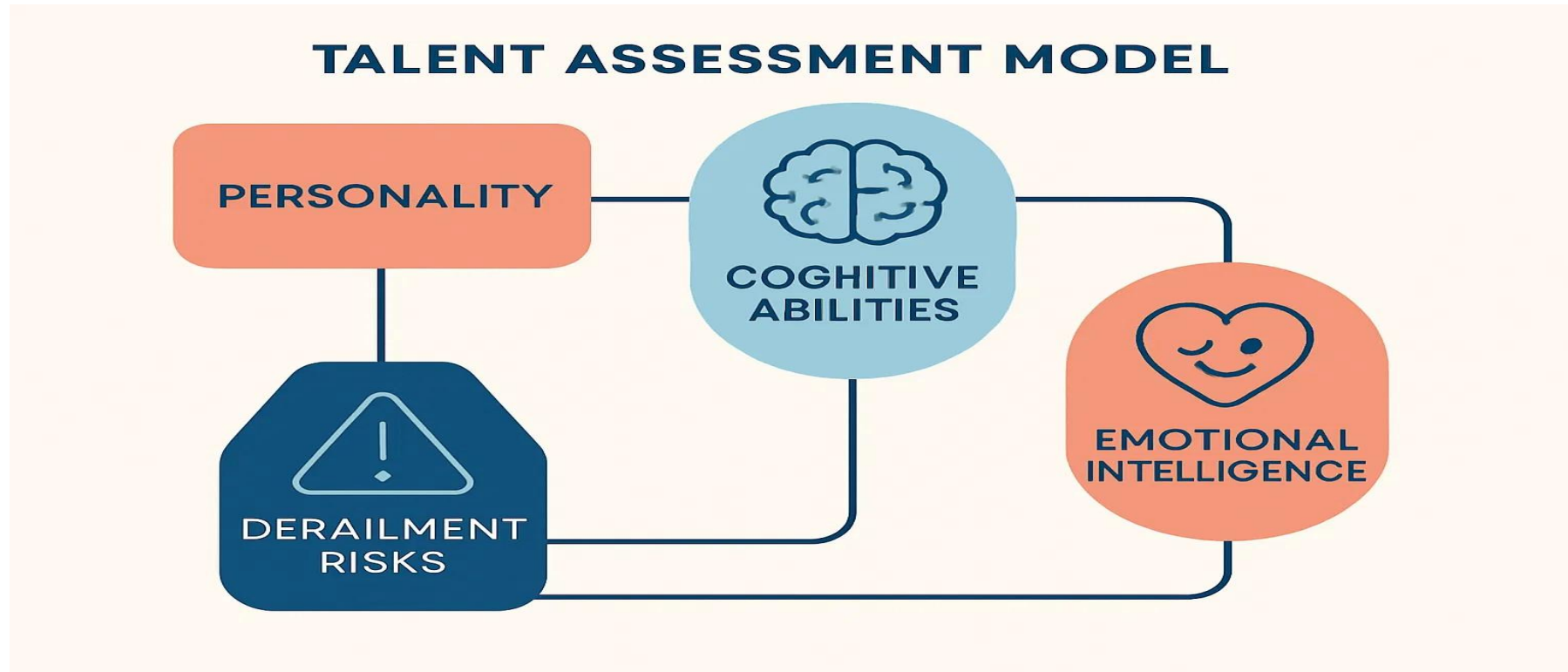
A scientifically validated behavioral assessment tool that evaluates personality, cognitive ability, emotional intelligence, and derailment risks to predict job performance across roles and levels.

- ✓ Predicts **job performance** and key workplace behaviors
- ✓ Enables **evidence-based decisions** in hiring and talent development
- ✓ Identifies potential **derailment risks** before they impact performance

## Key Features:

- 🕒 Online assessment with **180 items**, completed in 40-45 minutes
- 📋 Uses **Item Response Theory (IRT)** for accurate scoring and predictive validity
- 👥 Applicable across industries and organizational levels

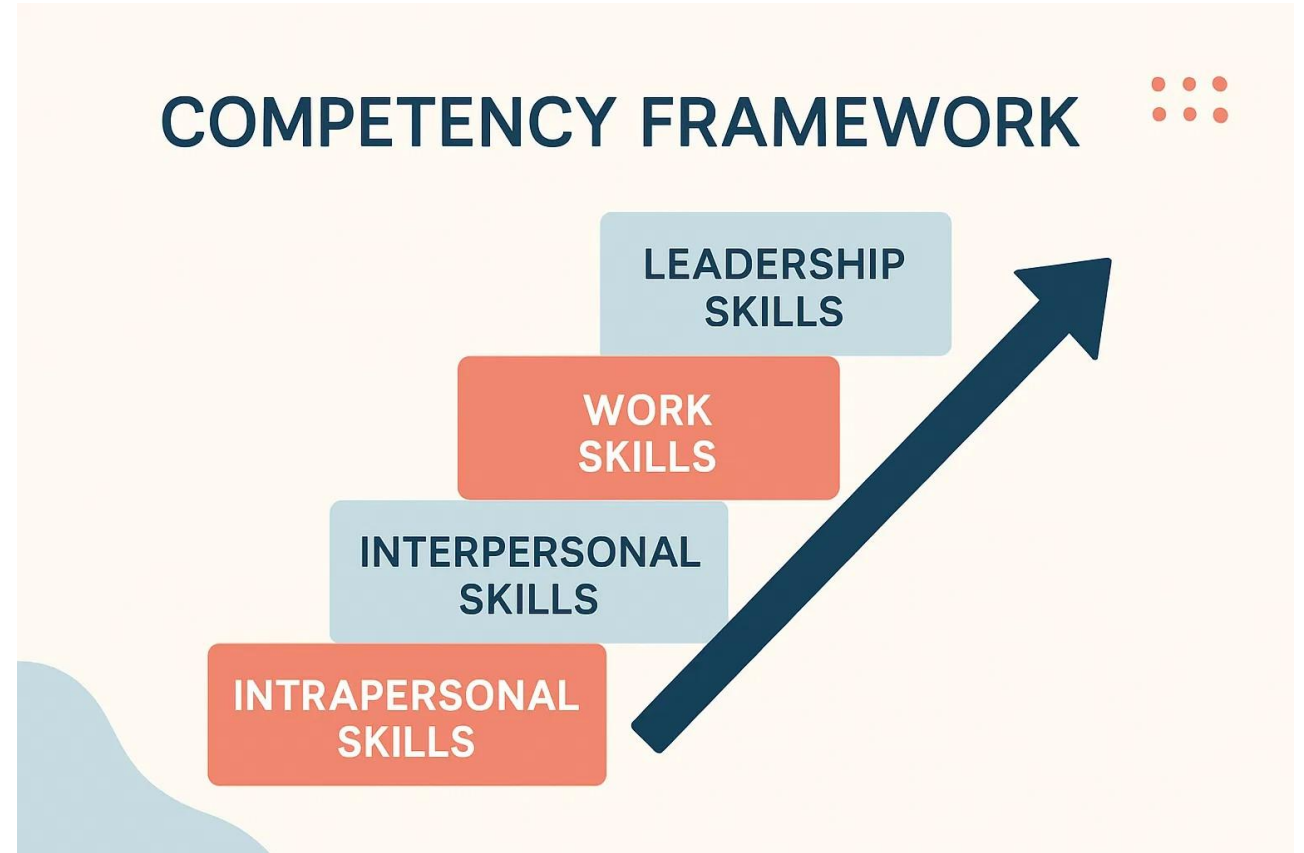
# PPA Factor Model



The Vinicio Point Leader Personality Assessment evaluates **four key dimensions** that predict workplace behavior and performance across different roles and organizational levels.

# PointLeader Competency Model

- ✓ **Competency-Based Framework:** Aligns roles, talent, and performance with strategic business outcomes.
- ✓ **40 Key Competencies:** Spanning four domains for comprehensive assessment.
- ✓ **Intrapersonal Skills:** Foundation for self-management.
- ✓ **Interpersonal Skills:** Essential for collaboration.
- ✓ **Work Skills:** Drives task execution & efficiency.
- ✓ **Leadership Skills:** Built on all previous domains.
- ✓ **Maturity Sequence Model:** Domains build progressively for structured talent development.



# Assessment Reports



One assessment, **multiple perspectives**. Our comprehensive reporting system translates assessment data into actionable insights for different stakeholders and purposes.

# Best Practices



## Face-to-Face Meetings

Take the time to build a **constructive discussion** when reviewing assessment results with candidates or employees.



## Factual Approach

Focus on **specific behaviors** and competencies rather than making general personality judgments during feedback sessions.



## Integrated Strategy

Incorporate assessment results into broader **talent development plans** and align with organizational goals for maximum impact.



# Ready to Predict Performance?



## Book a Consultation

Let's discuss how we can elevate your Talent strategy with data-driven insights.



## Custom Proposal

Get a tailored roadmap for your business that aligns with your strategic goals.



## Partner with Us Today!

Begin your journey toward more effective talent decisions and improved organizational performance.



Let's Integrate Vinicio Point Leader into **Your** Talent Strategy