

Data-Driven Hiring & Talent Development

Make Smarter Talent Decisions with Vinicio POINTLEADER Behavioral Assessment Tools

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Why Vinicio PointLeader Matters

In today's competitive business environment, making the right hiring decisions is more critical than ever.

Organizations face significant challenges in traditional hiring processes that can lead to:

- Poor hiring decisions
- Increased turnover
- Lost productivity
- Higher recruitment costs

Wrong hires cost 3 -4x the salary in lost productivity & rehiring expenses



Traditional Hiring Challenges

- ⚠ Subjective decision-making prone to unconscious bias
- 💬 Reliance on unstructured interviews with low predictive value
- 👥 Difficulty assessing cultural fit and soft skills
- 📈 Limited insights into candidate potential and growth



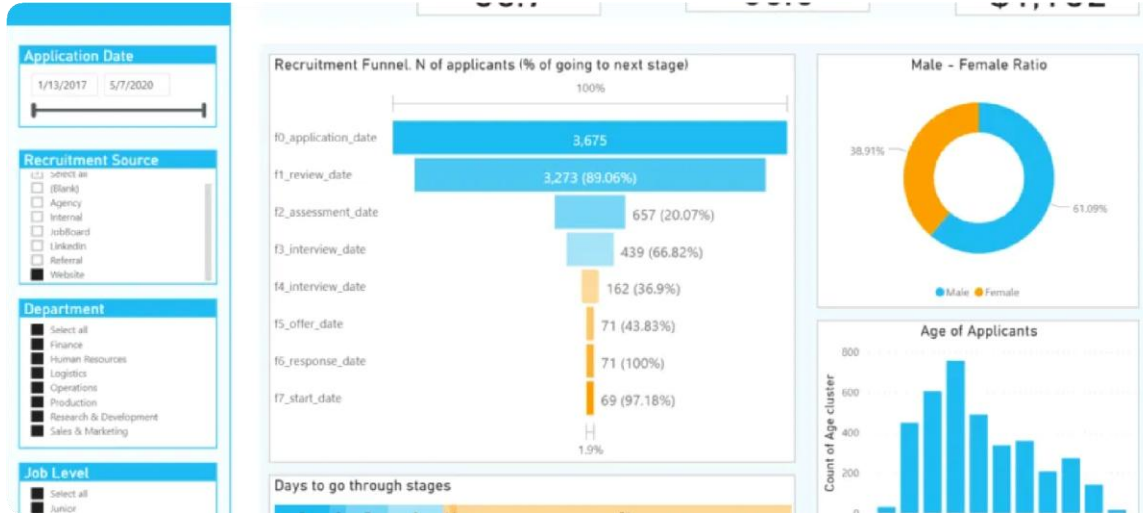
Data-Driven Solution

Psychometric assessments provide scientific, unbiased, and data-driven insights to help your company:

- ✓ Hire better
- 👥 Build stronger teams
- 🧩 Ensure the right cultural & skill fit
- 🚀 Grow faster with optimized talent



How Behavioral Assessments Drive Success



1 Faster, More Efficient Hiring

- ☐ Time-to-hire reduced by 25-30%
- ☐ Streamlined decision-making process
- ☐ Reduced interview cycles

Improved Hiring Accuracy

20-30%

increase in hiring success

Harvard Business Review, 2023

Lower Turnover

50%

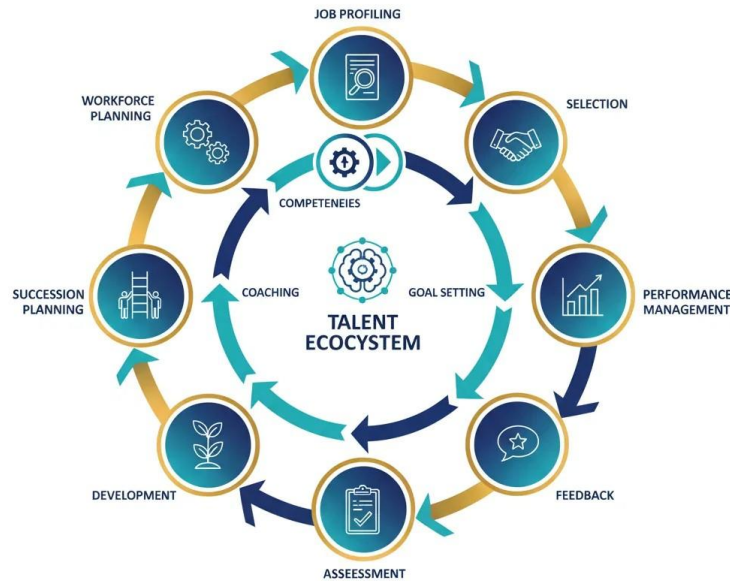
reduction in employee

turnover

SHRM, 2023

☐ Stronger Team Performance

Building a Talent Ecosystem



How Competencies & POINTLEADER Behavioral Assessments Drive Success



What does success look like?

Defining clear performance indicators and success metrics



Are we measuring the right things?





Aligning assessment with strategic business outcomes



How can we help people improve & grow?



Creating development pathways based on assessment insights

Key Integration Points:






-  Align talent strategy with business objectives
-  Connect assessment data across the talent lifecycle
-  Create feedback loops for continuous improvement
-  Build competency-based talent development programs

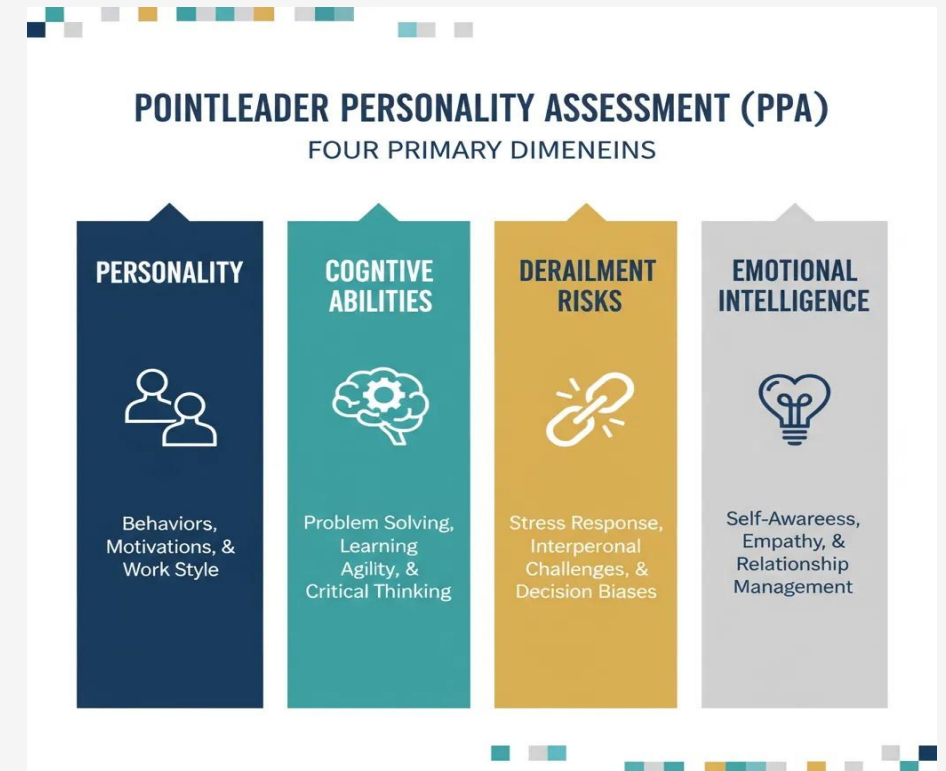
What is PPA (PointLeader Personality Assessment)?

PPA is a **scientifically validated behavioral assessment tool** for assessing personality, cognitive ability, emotional intelligence, and derailment risks.

-  Predicts job performance and key workplace behaviors across roles and levels
-  Enables evidence-based decisions in hiring, talent development, and leadership assessment

PPA Key Features:

-  Online assessment with 180 items, completed in 40-45 minutes
-  Evaluates four primary dimensions (see diagram)
-  Personality factors grounded in the Big Five model
-  Employs Item Response Theory (IRT) for accurate scoring and predictive validity
-  Comprehensive reporting with actionable insights



What PPA is NOT:



A Typology
Test



An IQ Test

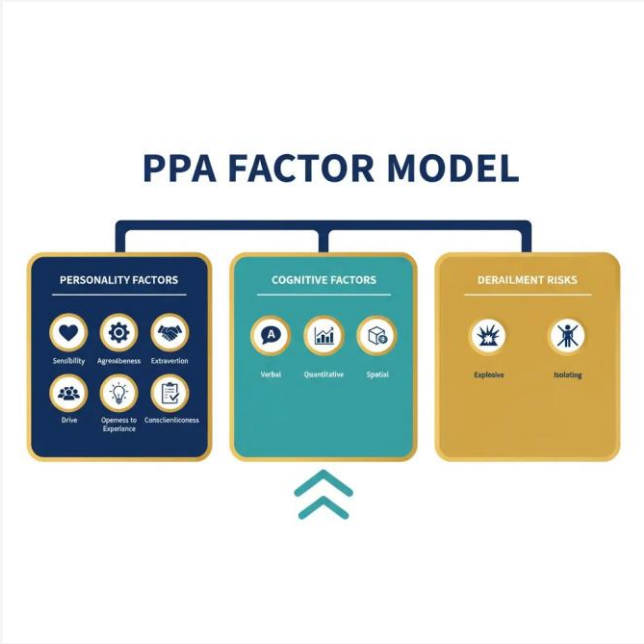


A Technical
Test



A Clinical Test

PPA Factor Model



1. Personality Factors

- Sensibility
- Extraversion
- Drive
- Openness
- Agreeableness
- Conscientiousness

2. Cognitive Factors

- Verbal
- Quantitative
- Spatial

Strong predictors of job performance across roles.

3. Derailment Risks

- Explosive**
Impulsive reactions, resistance to feedback
 - Isolating**
Withdrawal, poor collaboration
- Identifying these risks early helps prevent performance issues.

PointLeader Competency Model



Competency-Based Framework

Aligns roles, talent, and performance with strategic business outcomes using research-backed competencies.

Maturity Sequence Model:

Domains build progressively, promoting structured and scalable talent development.

Intrapersonal Skills – Foundation

- Adaptability
- Detail Orientation
- Planning
- Dependability
- Persistence
- Self Control

Interpersonal Skills – Essential

- Building Partnerships
- Cooperation
- Influence
- Conflict Resolution
- Customer Orientation
- Communication

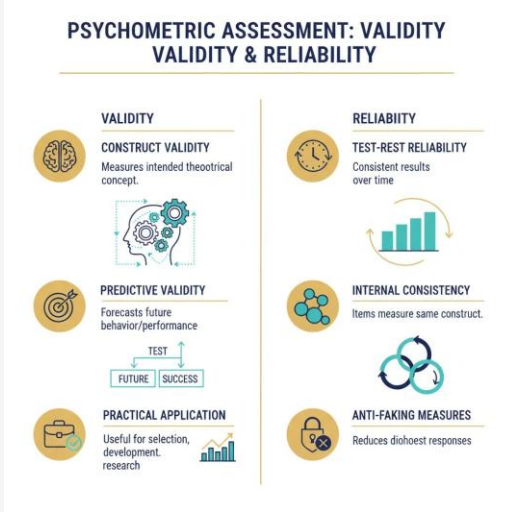
Work Skills – Task Execution

- Continuous Learning
- Industry Knowledge
- Problem Solving
- Formal Presentation
- Innovation
- Technical Knowledge

Leadership Skills – Advanced

- Building Teams
- Employee Development
- Initiative
- Decision Making
- Facilitating Change
- Results Orientation

Validity & Reliability of the PPA



Scientific Foundation

- PPA validity supported by positive correlations with established job performance predictors
- Validated through 22 workplace studies with sample sizes over 125

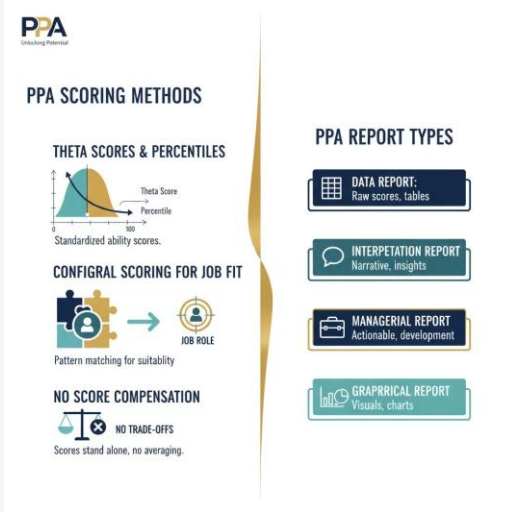
High Reliability Scores

- 0.88+** **Test-Retest Reliability**
Stable results over time
- 0.72-0.92** **Internal Consistency**
Consistent across items (Cronbach's α)
- 0.76-0.96** **IRT-Based Reliability**
Precise item measurement

Anti-Faking Measures

- Timed responses reduce social desirability bias, ensuring validity in high-stakes assessment situations.
- Supports critical organizational decision-making for selection, development, and promotions.

Scoring & Reporting



Theta Scores & Percentiles

Based on Item Response Theory (IRT), using a multiple three-parameter logistic model.

Scores are converted into percentiles for easy interpretation (75+ High, 25- Low).



Configural Scoring for Job Fit

Evaluates patterns across multiple scales rather than individual scores.

Candidates must meet cut score thresholds on key scales to qualify.



No Score Compensation

Unlike compensatory models, low PPA scores in one area cannot be offset by high scores in another.

Ensures better job alignment for hiring and development.

Report Types



Data Report



Interpretation Report

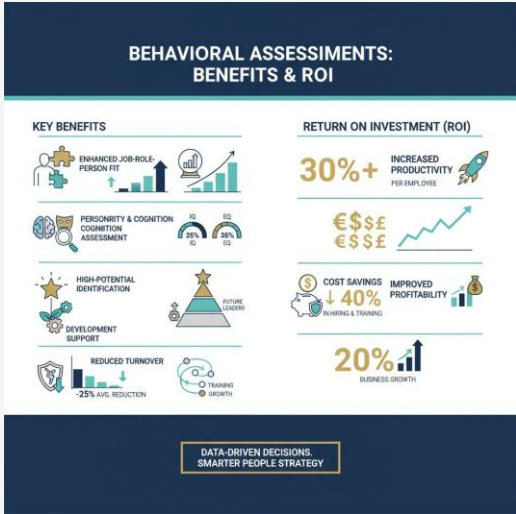


Managerial Report



Graphical Report

Benefits & ROI



Enhanced Job-Role-Person Fit

Aligns candidate capabilities with specific job requirements and organizational culture.



Comprehensive Assessment

Evaluates personality, cognition, and potential derailment risks in one solution.

Return on Investment

30%+

Increased Productivity
Per employee when properly matched to role

40%

Cost Savings
In hiring and training expenses

20%

Business Growth
Through optimized talent deployment



Reduced Turnover & Risk

Identify high-potential employees and potential derailment risks before they impact performance.

Investment Structure for PointLeader PPA Implementation

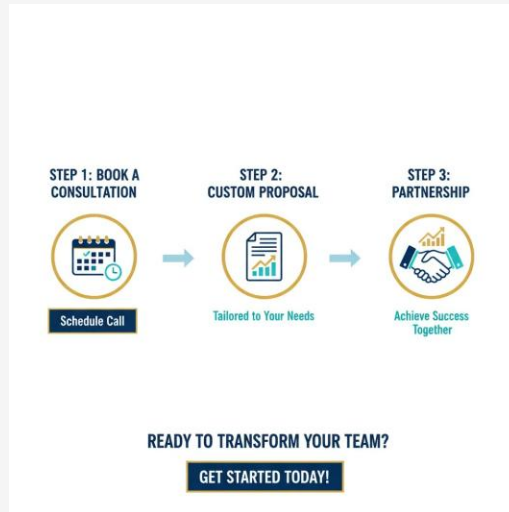


Flexible Options

- Volume discounts available for multi-year contracts
- Add-ons: Management reports, coaching, workshops, debrief sessions
- Integration options available at additional costs
- All prices exclude applicable taxes

STARTER	GROWTH	ENTERPRISE
1-10 Assessments	11-20 Assessments	20+ Assessments
<div>₹3549</div> per unit	<div>₹2949</div> per unit	<div>₹2149</div> per unit
<div>✓ Basic report</div> <div>✓ HR debriefing</div> <div>✓ Standard support</div>	<div>✓ Full reports</div> <div>✓ Analytics dashboard</div> <div>✓ HR training</div>	<div>✓ Consulting support</div> <div>✓ HR integration</div> <div>✓ Custom solutions</div>

Ready to Predict Performance?



1



Book a Consultation

Schedule a call to discuss your talent needs

2



Custom Proposal

Tailored to your specific requirements

3



Partnership

Achieve success together

Contact Us Today

 **Email**
vinupilai@advisory.com

 **Phone**
+971 55 726 3580

 **Website**
www.advisory.com

 **Schedule**
Book online

Let's Integrate PPA into Your Talent Strategy

Transform your hiring process and talent development with data-driven insights that predict performance and enhance team dynamics.

GET STARTED TODAY!