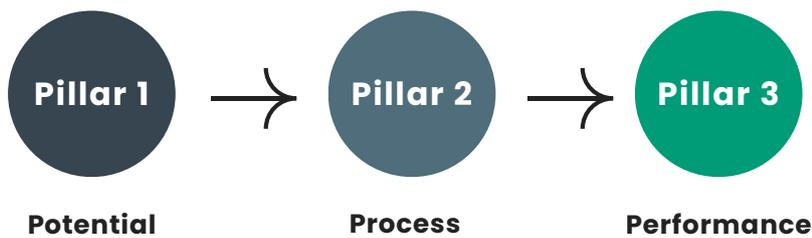




THE MODEL ARCHITECTURE

Stop Buying Data. Start Buying Decisions.

Our Dynamic Assessment Model is visualized as a system of three concentric layers. This structure illustrates that sustainable performance is not an isolated event; it is the visible surface of deeper, underlying capacities.



Our Proprietary Framework: Potential → Process → Performance. We evaluate talent through a cascading logic. If the foundation is missing, no amount of development can fix the outcome.

PILLAR 1	<p>POTENTIAL (Core Acumen)</p> <p><i>The Assessment of Capacity.</i> Before we look at style, we validate bandwidth. We use cognitive tools (like the CPP) to map a candidate's "mental comfort zone" against the complexity of the role (SST Level).</p> <ul style="list-style-type: none">• The Critical Question: Can they handle the operational/strategic complexity of this role without burnout?• The Output: A definitive Go/No-Go signal.
PILLAR 2	<p>PROCESS (Agility & Style)</p> <p><i>The Assessment of Style, Resilience & Drivers.</i> In addition to confirming capacity, we diagnose the "human engine." Using the Hogan Suite for example, we analyze how the individual leads, learns, and manages stress.</p> <ul style="list-style-type: none">• The Critical Question: How will they behave under pressure, and where will they derail?• The Output: A detailed Risk Audit and Development Playbook for onboarding.
PILLAR 3	<p>PERFORMANCE (The Match Score)</p> <p><i>The Assessment of Execution.</i> This is the decision layer. We synthesize the data from Pillars 1 & 2 to calculate a weighted score against your specific job requirements (e.g., Strategic Thinking, Team Leadership).</p> <ul style="list-style-type: none">• The Critical Question: What is the probability of success in this specific context?• The Output: A Critical complexityRisk: (e.g., 82%).

Validated by Research. Tailored to You. Our model integrates the world's most robust psychometric instruments, including:

- **Strategic Roles/Management Roles:** CPP; **Operational Roles:** Cognitive and Potential Assessment (COPAS)
- **Strategic Roles:** Hogan Suite (HPI, HDS, MVPI); **Management Roles:** Personality and Values Questionnaire (PVQ); **Operational Roles:** Personality and Work (PAW) or others.
- Optional - IP200 or IMI: For Integrity and Risk filtering.



HOW IT WORKS

A Seamless Partnership. We handle the science; you get the decision.

STEP 1: DEFINE THE BENCHMARK

We architect the target profile before testing begins.

We don't just send out links; we ensure we are measuring the right things.

- **Identify Complexity (Pillar 1):** We consult with you to determine the required SST Level (I–V) for the role, establishing the non-negotiable cognitive baseline.
 - **Select Competencies (Pillar 3):**
 - **Option A** (preferred): Select from our validated 12-Competency Library (Strategic Thinking, Resilience, etc.).
 - **Option B:** Give us your existing framework. We will map your internal competencies to our psychometric battery to ensure seamless alignment with your language.
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STEP 2: THE ASSESSMENT ADMINISTRATION

Complete candidate management from invite to completion.

Once the benchmark is set, we take over the logistics. You simply provide the candidate's name and email.

- **Administration:** We manage all test invitations, reminders, and technical support.
 - **Candidate Experience:** We ensure a professional, branded experience that reflects well on your organization.
 - **The Battery:** We deploy the specific tools (CPP, Hogan, etc.) matched to the tier of the role.
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STEP 3: RESULTS & FEEDBACK

Turning data into dialogue.

We deliver the insights in the format that best suits your decision-making process.

- **The Unified Report:** You receive our signature report featuring the Match Score, Risk Audit, and Manager's/Coaches Playbook.
- **Executive Debrief:** We walk you through the results, explaining the interaction between the candidate's potential and personality.
- **Candidate Feedback** (Optional): We can provide a developmental feedback session directly to the candidate (hired or not) to ensure a positive brand impression and immediate coaching value.



HOW IT WORKS cont.

A Seamless Partnership. We handle the science; you get the decision.

FOR VOLUME & STRATEGY: MANAGEMENT ANALYTICS

For clients running Talent Optimization programs or large-scale intakes, we go beyond individual reports.

The Management Report

We aggregate data across teams or cohorts to provide strategic insights:

- **Capability Heatmaps:** Visualize the cognitive capacity (SST) of an entire department against their role requirements.
- **Comparison Reporting:** Side-by-side benchmarking of short-listed candidates to objectively compare strengths and risks.
- **Cultural Audit:** Aggregate values data (MVPI) to understand the motivational drivers of your wider workforce.

Ready to Start?

The process begins with a non-obligatory 30-minute Target Benchmark Workshop. Let us help you define the DNA of your next successful hire.

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→ www.psychometricstudio.com