

Profiles International Middle East Product Catalogue 2014										
Profiles Tool	Purpose of the Tool	Duration in Minutes	Online	Paper	Arabic	English	Others	Report Types (all reports per assessment are inclusive in the assessment price)	Results Turnaround	
Profiles Executive Leadership										
1	Integrating Thinking Styles, Behavioral Traits and Occupational Interests, it is designed to illuminate the inherent potential of executives and their approach in confronting challenges while achieving excellence in leadership. Six Components of Leadership Success are derived: <ul style="list-style-type: none"> • Innovating Strategic Initiatives • Maximizing Resources • Utilizing Organizational Synergies • Producing Quality Results • Mentoring Others • Maintaining High Personal Standards 	To measure the qualities that make up a great leader. It targets C-suite roles to provide a comprehensive analysis on the Leadership Strengths and potential Challenges that the candidate may face in his Leadership role. As well as providing a clear picture on the Leadership Style of the candidate. Use for Hiring and Developing Leaders.	60-90 minutes	✓	✓	✓	✓	✓	Executive Leadership Report	IMMEDIATE
Profile XT										
2	Measures the job-related qualities that make a person productive: -Thinking and Cognitive Ability <ul style="list-style-type: none"> • Learning Index • Verbal Skills • Verbal Reasoning • Numerical Ability • Numeric Reasoning -Behavioral Traits <ul style="list-style-type: none"> • Energy Level • Assertiveness • Sociability • Manageability • Attitude 	<ul style="list-style-type: none"> • Decisiveness • Accommodating • Independence • Objective Judgment -Occupational Interests <ul style="list-style-type: none"> • Enterprising • People Service • Creativity • Technical • Mechanical • Financial/Admin 	The ProfileXT® is a multi-purpose, total person employee assessment used for pre-employment screening, selection, development, training, managing, and succession planning. This employee assessment measures how well an individual fits specific jobs in your organization, and the results can be used during the training or succession planning stages. ProfileXT® is customizable, and peak job performance models can be developed by company, position, manager or geography.	60 - 90	✓	✓	✓	✓	<ul style="list-style-type: none"> A. Individual Graph Report B. Individual Report C. Comparison Summary D. Interview Guide - Challenge Areas E. Interview Guide - Total Person F. Performance Model Comparison G. Performance Model Analysis H. Summary Graph I. Candidate Matching J. Strategic Workforce Planning 	IMMEDIATE
ProfileXT Team Report										
3	Using the traits measured under the ProfileXT, this report provides the manager with valuable information about how he and members of his team can work together to achieve team-oriented objectives and overall organizational goals. This information will help the manager work with his team more effectively through understanding the Strengths and Weaknesses of each team member followed by an action plan.	The manager/team leader will learn more about each team member, how they will interact with other members of the team, and the conditions under which they are most productive. The manager/team leader will be equipped with strategies for not only addressing potential problems with an efficient and effective approach, but also for leading the team in achieving their highest potential	N/A	✓		✓	✓	Team Analysis Report	IMMEDIATE	
Profiles Managerial Fit										
4	MEASURES 7 Critical Compatibility Characteristics between a Manager and a Sub-ordinate <ul style="list-style-type: none"> • Self-assurance • Self-reliance • Conformity • Optimism • Decisiveness • Objectivity • Approach to Learning 	Profiles Managerial Fit™ is a manager assessment test which measures critical workplace compatibility factors between managers (executive, director, supervisor, team leader, etc.) and their employee(s) to determine managerial fit. Understanding the dynamics of the supervisor-subordinate relationship helps the manager work more effectively with each employee by recognizing where their perspectives are similar and where they differ. With this increased understanding, managers can easily identify areas they need to develop, go through appropriate manager training, and strive towards becoming a competent manager.	35	✓	✓	✓	✓	Profile Managerial Fit Manager Report	IMMEDIATE	
Profiles Sales Assessment										
5	Measures the job-related qualities that make a person productive: -Thinking and Cognitive Ability <ul style="list-style-type: none"> • Learning Index • Verbal Skills • Verbal Reasoning • Numerical Ability • Numeric Reasoning -Behavioral Traits <ul style="list-style-type: none"> • Energy Level • Assertiveness • Sociability • Manageability • Attitude • Decisiveness • Accommodating • Independence • Objective Judgment 	The Sales Assessment also predicts on-the-job performance in Seven Critical Sales Behaviors: <ul style="list-style-type: none"> Prospecting, Call Reluctance, Closing the Sale, Self-Starting, Working with a Team, Building and Maintaining Relationships, and Compensation Preference. -Occupational Interests <ul style="list-style-type: none"> • Enterprising • People Service • Creativity • Technical • Mechanical 	Profiles Sales Assessment™ measures how well a person fits specific sales jobs in your organization so that you can optimize sales performance. It is used primarily for selecting, onboarding and managing sales people and account managers. The "job modeling" feature is unique, and can be customized by company, sales position, department, manager, geography, or any combination of these factors. The sales assessment enables you to evaluate an individual based on the qualities required to perform successfully. The data is based on the top-performing sales people in specific sales jobs in an organization.	60 - 90	✓	✓	✓	✓	<ul style="list-style-type: none"> A. Profiles Sales Assessment Individual Graph Report B. Profiles Sales Assessment Individual Report C. Profiles Sales Assessment Comparison Summary D. Profiles Sales Assessment Interview Guide - Challenge Areas E. Profiles Sales Assessment Interview Guide - Total Person F. Profiles Sales Assessment Performance Model Comparison G. Profiles Sales Assessment Performance Model Analysis H. Profiles Sales Assessment Summary Graph I. Profiles Sales Assessment Candidate Matching J. Profiles Sales Assessment Strategic Workforce Planning 	IMMEDIATE
Sales CheckPoint 180										
6	It is a 180-degree feedback system that helps sales managers evaluate sales people, surface their development needs, and align sales priorities. It provides useful information to support better coaching and communication, leading to higher sales person productivity and satisfaction, and lower turnover. It measures 19 Supporting Skill Sets & 7 Sales Competencies: <ul style="list-style-type: none"> • Entrepreneurial Approach • Understands the Prospect • Develops Appropriate Solutions • Prospects Proactively • Manages the Selling Process • Closes the Sale • Manages Sales Relationships 	The Profiles Sales CheckPoint is a tool used to help sales people improve their selling abilities. The sales person receives feedback from their sales manager which is compared with their own feedback. The combined feedback outlines perceived abilities in skills deemed critical to success in selling and other important skill sets.	15 minutes per participant	✓	✓		✓	✓	<ul style="list-style-type: none"> A. Individual Feedback Report speaks to the sales person B. Management Report speaks to the sales manager C. Management Summary Report D. Individual Comparison Report E. Management Comparison Report F. Management Summary Comparison Report G. Executive Overview 	IMMEDIATE

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Customer Service Profile										
7	<p>The Customer Service Profile measures the behavioral characteristics of</p> <ul style="list-style-type: none"> -trust, -tact, -empathy, conformity, -focus and -flexibility as well as proficiencies in -vocabulary and -mathematics. <p>-It also measures the percentage of agreement with your company's customer service policies and attitudes.</p>	The Customer Service Perspective identifies eight behavioral characteristics and two proficiencies that are essential to extraordinary customer service and is used for screening and training & development	25	✓	✓	✓	✓	✓	A. Individual Report B. Selection Report C. Coaching Report D. Candidate Matching	IMMEDIATE
Profiles Performance Indicator										
8	The Profiles Performance Indicator is a DISC oriented assessment system, with an additional 5th dimension added to it and which is Motivational Energy	The assessment is frequently used in training situations to resolve issues involving: Communication Customer Service Motivation Behavior Conflicts Task Management Pace of Task Completion Stress	20	✓	✓	✓	✓	✓	A. Personal Report B. Management Report C. Summary Report	IMMEDIATE
Profiles Team Analysis										
9	The Profiles Team Analysis describes each team member's characteristics in these twelve key Team Factors:	Solves these challenges: Failure to reach team goals, Team member conflict, Poor communication, Failure to anticipate problems, Low motivation, Inadequate leadership Used For: Team Performance, Improvement and Coaching Measures: Team balance, Strengths and weaknesses, and Members' characteristics.	20	✓	✓	✓	✓	✓	TEAM Report	IMMEDIATE
CheckPoint 360										
10	<p>Used For Professional development and evaluation of a manager's job performance in eight universal competencies and 18 skill clusters.</p> <p>Measures:</p> <ul style="list-style-type: none"> -Communication, -Leadership, Adaptability, Relationships, -Task management, Production, -Development of others, -Personal development, -Listening to others, -Processing information, -Communicating effectively, -Instilling trust, -Building personal relationships, -Delegating responsibility, -Adjusting to circumstances, <p>continue:</p> <ul style="list-style-type: none"> -Thinking creatively, -Providing direction, -Facilitating team success, -Working efficiently, -Working competently, -Taking action, -Achieving results, -Cultivating individual talents, -Motivating successfully, -Displaying commitment, and -Seeking improvement. 	The CheckPoint 360™ is a leadership assessment used primarily to evaluate the leadership skills and effectiveness of your managers and leaders. This leadership development survey compiles a feedback system from direct reports, peers, supervisors, and even customers, with a personalized program for developing specific leadership skills based on that feedback. The reports explain how to improve training, management techniques, and communication for greater success.	25 minutes per participant	✓	✓	✓	✓	✓	A. Management Comparison Report. B. Comparison Report. C. Management Report. D. Individual Report. E. Executive Report.	Immediate
Profiles eSkills Tests										
11	<p>Profiles International provides comprehensive list of tests to measure essential knowledge and skills of an employee or for employee promotion consideration. Our technologies use performance-based testing, which simulates popular software products to ensure accurate, reliable, measurement of the knowledge, skills, and abilities. In addition, you can create your own skills tests by choosing from sample questions.</p> <p>Measures Essential knowledge in a wide variety of industries and skill sets</p> <ul style="list-style-type: none"> • Microsoft Word, Excel, PowerPoint & more • Language Proficiency • Industrial • Software Skills • Language Skills • Computer Literacy • Clerical Skills • Call Center Skills • Information Technology • Accounting & Finance • Medical & Nursing • Many more 	<ul style="list-style-type: none"> • Selection of people with the required skills for the job • Increasing productivity • Raising the level of engagement • Reducing employee turnover • Get new employees off to faster start • Reduce training costs • Team skill fit 	Average 35	✓	✓	✓	✓	Per Test	IMMEDIATE	
Development Center										
12	Fully Integrated Assessment Centers to assist you in identifying & developing talent. It combines in-class exercises such as but not limited to Role Plays, Simulations, Group Exercises and Case Studies	Measure the Competence level of candidates through in-class offline exercises managed and observed by Qualified Assessors for the purpose of Selection/Development	Min. 1 business day			✓	✓	Individual and Management Reports	3 Business Days	