



# Employment Testing

## How I-Profile Analysis Helps You Hire The Right People –

The success of your business is determined to a large extent by the calibre of personnel you recruit. Hire the right staff and you will be supported by quality people who share your goals and provide you with solutions, rather than bringing you problems. On the other hand, hiring mistakes can be costly, in terms of missed sales opportunities, adverse customer relations and unwanted warranty issues. That's not to mention the impact on the morale of other members of your team, the wasted time spent training the wrong person and the cost of hiring a replacement. That is why it is important to know beforehand the potential of the person you are planning to recruit and have an insight into applicants' likely productivity and performance, before you go ahead and hire someone.

**Your company's strength  
is directly proportional to  
the quality of your people**



**Don't make the mistake  
of hiring a weak link**

### Personality Testing

Companies large and small are increasingly giving job candidates 'personality tests' as part of the hiring process. Personality traits predict how a person will work – diligently, intelligently, cheerfully and cooperatively – and affect the style and manner in which he or she deals with others. In fact, recruitment managers say that personality tests more accurately predict whether or not a candidate will be successful, instead of relying solely on face-to-face interviews.

Such tests help you, the employer, to explore beneath the formalities of a CV or resumé, to predict how potential employees might respond across a range of work-related activities.

### Candidate Analysis

We are offering you a comprehensive personality testing tool, the I-Profile Analysis. In conjunction with your own face-to-face interview techniques, it will help ensure that you recruit the best possible candidates, saving you perhaps thousands in lost revenue, administrative headaches and management stress. After reviewing various applicants for sales and technical positions and internal promotions, you can use I-Profile (a straightforward self-completed online questionnaire) to reveal the strengths and weaknesses of a candidate's personality. You can also identify whether they broadly share your company values.



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## I-Profile Analysis

Developed exclusively by Open Source Management and its founding partner Paolo Ruggeri, the I-Profile Analysis test was piloted for four years, by conducting over 150,000 analyses of managers, business partners, sales people and other personnel, before launching onto the general market. The test contains 242 questions designed to review the strengths and weaknesses of a candidate's personality, by ticking multiple choice answers such as 'Yes', 'Maybe', 'No'. You select the most promising applicants to take the test, which usually takes 20-30 minutes, either online or on a paper copy in your own premises (which OSM then enters into the online program). Once completed, the test is usually evaluated within 48 hours and the results explained to you, the business owner.

### Core Characteristics

I-Profile measures how an individual scores on the following 'core characteristics', which cover such personality traits as the ability to cope with pressure, stay motivated and build long-term relationships:

**Organisation skills** – measures short-term planning ability and aptitude for organisation, order and precision.

**Self-motivation** – indicates levels of ambition, self-confidence and personal motivation, for setting higher goals.

**Stress factors** – indicates possible sources of worry and distraction that might drain positive energy.

**Self-discipline** – measures the individual's reliability, internal discipline and level of personal responsibility.

**Self-determination** - identifies the assertiveness of an individual and the ability to face others in an open manner.

**Sales aptitude** – assesses an applicant's ability to be persuasive and influence others' buying decisions.

**Leadership ability** – measures the capacity to engage others in an idea or project and provide ongoing guidance.

**Proactive outlook** – identifies how individuals feel they can influence their own environment and remain solution-oriented.

**Understanding others** – indicates the ability to build quality long-term relationships and perceive the needs of others.

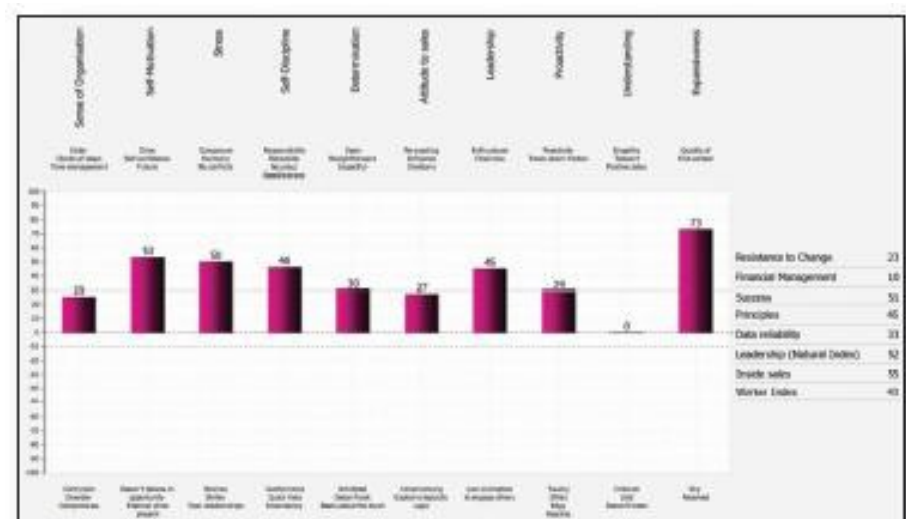
**Expansive nature** – identifies an individual's willingness and ability to approach new people and put them at ease.

## Management Reports

OSM provides the subsequent analysis in written and graphical form and consultants are available to help interpret the findings and ensure the 'best fit' between the job characteristics and the candidate's personality profile. As Paolo Ruggeri says:

*'Smart business owners make sure they have the best possible business talents on their team: they hire people for character and train them for competence. Struggling entrepreneurs do the opposite: they hire for competence and then, once the person is in the company, they try to fix character traits.'*

I-Profile Analysis enables you to hire people for character and determine how much it will 'cost' to address any identified weaknesses. When that cost outweighs the benefits of hiring the candidate, then it's clear that he or she is not the best choice.



### Summary Of Points

- I-Profile personality testing tool
- For hiring and promoting staff
- Online or on-paper questionnaire
- Measures core characteristics
- Augments face-to-face interviews
- Identifies strengths and weaknesses
- Helps to avoid hiring mistakes
- Results' analysis within 48 hours
- Written/graphic management reports
- Hire for character, train for competence

For more information about how the I-Profile test can help you, email us at: [info@osminternational.com](mailto:info@osminternational.com)