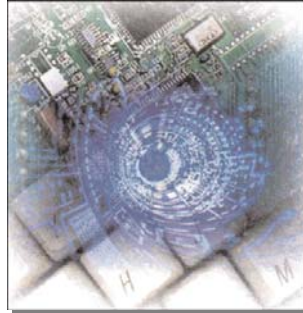


ITPRO™

IT PROFILE



The ITPRO™ is a state-of-the-art psychometric profiling tool that identifies the inherent personal strengths, attitudes and aptitudes that will help individuals become more effective and productive in evolving Information Technology cultures.

The ITPRO:

- Identifies inherent potential and best fit within the IT culture
- Identifies self management and adaptability
- Assesses motivation, team orientation, comfort with conflict and more
- Gives management the information needed to match individuals more effectively to projects
- Provides valuable coaching and development strategies for IT management
- Is objective, comprehensive and economical
- Provides valuable individual feedback to candidate

The ITPRO™ is a personality profile designed specifically to identify the key characteristics of individuals being considered for a variety of Information Technology positions. It assesses self management potential, motivational profile, fit to structure & systems, comfort with conflict and overall fit to various generic IT roles such as project manager, developer, maintenance etc. The ITPRO™ also assesses social orientation, analytical orientation, confidence, managing energy and commitment information technology careers.

Profiling for Performance, Retention and Fit to Information Technology Career

Today more than ever, the information technology sector is a key component of the economy. As more and more successful organizations focus on maintaining their competitive edge, many have adopted psychometric profiling tools to be used as part of a selection and development strategy to focus on the 'soft' skills that are often overlooked.

Selection & Retention

Due to the rapid changes in technology, IT people are often selected based primarily on their skill set but those who are most productive and successful are those who are self managers. Once a candidate for an IT position has been screened as to chemistry, skill sets and ability, the ITPRO™ provides an objective assessment of the individual's inherent strengths and how they may be used most effectively within the IT culture. The ITPRO™ provides selection strategies and predicts probable performance and retention based on the individual's personality and attitudes. By assessing self management, motivation, need for structure and comfort with conflict among other attributes, the ITPRO™ can identify those who are most likely to succeed and be retained within the organization.

SELFMANAGEMENT
GROUP
Australia

Contact: Wally Barnier 0412 625 393
Email: info@selfmanagementgroup.com

Training & Coaching

Most training in the Information Technology sector is focused on technical issues but more IT managers are paying attention to 'soft' skills such as self management, dealing with conflict, lifestyle management and more. The **ITPRO™** is a comprehensive and objective tool which often provides managers with insights that they may not have considered when managing their IT professionals. The **ITPRO™** identifies the individual's inherent strengths and provides coaching suggestions for management. The **ITPRO™** also provides insight into growth opportunities which may need development. The **ITPRO™** also provides useful in-depth personal feedback with developmental suggestions for the individual completing the profile. Self coaching suggestions are provided for individuals to use in their own personal development.

Interpretation Information

The **ITPRO™** measures 8 separate character traits (self direction, motivation, social orientation, non-conforming, compliant, relaxed, analytical orientation and conforming) which include both the powerful and neutralizing aspects of personality. This allows for the formation of a profile which can be compared to norms for a wide variety of IT cultures. In addition, the **ITPRO™** assesses confidence, lifestyle management and commitment to an IT career. These factors can be reflected as positive attitudes or can become attitudinal blocks to performance. These factors are presented in an easily interpreted fashion. The report provides relevant selection questions and coaching suggestions.

Validation of the ITPRO™

The **ITPRO™** provides a normative database that allows for ideal candidate and IT culture mathematical modelling, strategic planning and succession planning. It is statistically validated using each organization's unique performance criteria. This is done by focusing on the various IT roles and the specific competencies required for each position to build a customized selection model for the client. This analysis also provides management with powerful knowledge of their service organization, allowing them to make strategic changes in the service culture.

The **ITPRO™** and Self Management Group Australia's many other profiling and training systems are available on-line. For further details call Wally Barnier on 0412 625 393 or email info@selfmanagementgroup.com.

The Self Management Group is a Canadian organisation specialising in the screening, selection, development, and retention of top performers for roles in sales, service and management.

Self Management Group Australia distributes The Self Management Group's psychometric profiles in Australasia.