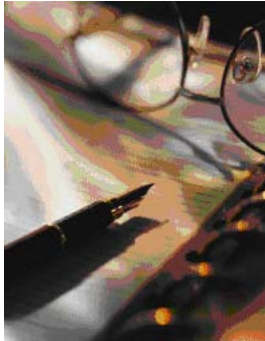


ProfessionalPro™

PROFESSIONAL CONSULTING PROFILE



Select, Coach and Develop your team of Professionals

When your clients are seeking your expertise, it is very important that you are represented by the right people! If your enterprise depends on accountants, actuaries, advisors, analysts, architects or any other professional, the ProfessionalPro™ should be part of your selection, development and coaching strategy.

The PROFESSIONALPRO™:

- Helps identify and recruit high potential people for professional level roles;
- Is a powerful selection tool which can be customised and validated for your professional culture(s);
- Builds career (and organisational) specific profiles;
- Identifies strengths and growth opportunities;
- Provides coaching and development suggestions for management;
- Provides very comprehensive self-coaching feedback to the individual;
- Provides the basis for succession and strategic planning.

The *ProfessionalPro™* is designed to help select, develop and retain the right sort of professional people for your enterprise.

The *ProfessionalPro™* assesses and reports on:

- consulting & leadership styles;
- approach to motivating self and others;
- decision making, goal setting and approach to feedback;
- emotional awareness of self and others;
- success factors, such as self management, motivation, comfort with conflict, confidence and lifestyle management;
- fit to team and culture;
- listening style and approach to networking.

Interpretation of the ProfessionalPro™

The **ProfessionalPro™** measures 8 separate character traits which include both the powerful and neutralising aspects of personality. This allows for the formation of a profile which can be compared to norms for other professionals. The profile created provides very useful information about the individual's fit to a professional consulting role.

In addition, the **ProfessionalPro™** measures self confidence, lifestyle management, listening style and the individual's attitude about networking, self promotion and managing rejection.

SELFMANAGEMENT
Australia GROUP

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The Science of Normative Profiling

The ProfessionalPro™ is based on the **POP™** (Personal Orientation Profile), The POP is a normative personality profile which was developed on a computer in the late 1970's using advanced statistical methods. It was originally focused on performance management but has evolved into a performance and people management tool.

Normative profiling is acknowledged as the appropriate approach to scientific selection because a normative profile such as ProfessionalPro allows scores from different candidates to be compared with each other and the population of professional people.

The PROFESSIONALPRO™ and Self Management Group Australia's many other profiling and training systems are available on-line. For further details call Wally Barrier 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 is a distributor of The Self Management Group's psychometric profiles in Australasia.

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