



SMART WORK | ASSESSMENTS  
**we get people**

powered by Predictive Science

# ManagementPOP™

*"Effective leadership is putting first things first. Effective management is discipline, carrying it out."*  
- Stephen Covey

ManagementPOP™ (Management Predictor Of Potential), is statistically reliable, and predicts outcomes with up to 99.5% statistical probability.

ManagementPOP™ is a state-of-the-art assessment tool that actually predicts management success and helps you recruit, develop and retain top-performing managers.

Not all people will be successful in a management position; **we can identify who is most likely to be successful in a managerial role, and who won't be.**

ManagementPOP™ also informs you how an employee's learned behaviors and beliefs will shape

the way they will naturally apply their talents and effort to the opportunities in your organization.

As you consider how you develop the bench for future managers in your organization, **Smart Work Assessments** offers you the ability to fully understand the **potential** for success of the individuals that you are considering for those roles.

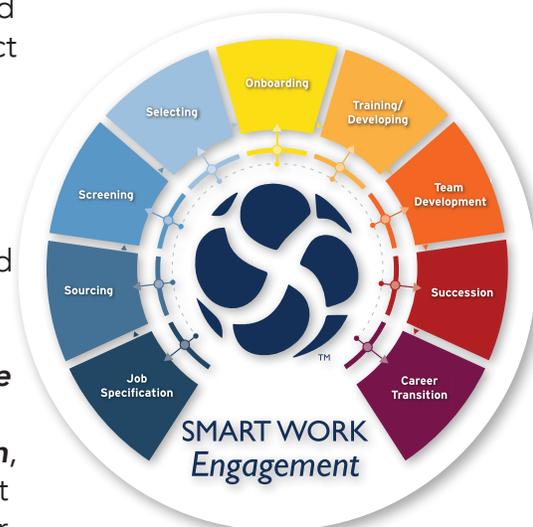
The ManagementPOP™ offers objective data relative to the core traits of employees that make them best-suited for managerial positions, or not.

ManagementPOP™ helps you

- Compare and contrast candidates using a statistically sound, normative tool
- Predict how managers will perform in your organization's culture
- Measure staff objectively on the key elements needed for success in management
- Coach and develop your managers strategically, based on their inherent traits, learned behaviors, attitudes and beliefs
- Build organization structures based on scientific "fit" between mentors, managers, and staff
- Determine optimal growth opportunities and succession paths for your managers

ManagementPOP™ is one of the few normative psychometric assessments **in the world** that has been validated to help you predict your employees' performance.

You can use it to integrate these scientifically-based insights **throughout an employee's entire life cycle with your organization**, from management selection to career development and succession planning.



**ManagementPOP™** predicts performance by measuring the #1 competency of successful professionals—self-management. This is an individual's ability and willingness to take initiative and achieve goals—with minimal outside influence.

POP™ assessments measure 7 hard-wired character traits that together reflect an individual's baseline potential (talent), their attitudes and habits (effort), and key personality dimensions that can predict alignment with a manager, team, or culture.



### ManagementPOP™ measures:

- Enterprising Orientation
- Achievement Orientation
- Independence Orientation
- Comfort with Conflict
- Emotional Intelligence
- People Orientation
- Analytical Orientation
- Self-confidence
- Lifestyle Management
- Listening style
- Commitment to the Role/Job

**ManagementPOP™** can be *normed* to reflect your specific leadership and management culture and your succession-planning needs. We do this by benchmarking your top-performing leaders to build a customized success and selection model just for you.

Customized analytics also provide you and your senior leadership team with powerful knowledge about your business, allowing you to make strategic talent decisions that align with your organization's vision.

### Our Assessments, Analytics, and Insights Will Make Your Organization More Efficient. Period.

Psychometric testing is used by over 80% of the Fortune 500 companies in the USA and by over 75% of the Times Top 100 companies in the UK. These leading-edge organizations use science to build more strategic management cultures by selecting, developing, coaching, and retaining top performers, as well as by using profiling systems in their succession planning.

Smart Work | Assessments is the master U.S. distributor for Self Management Group's industry-leading POP (Predictor of Potential™) psychometric assessments. Supported by Self Management Group's statisticians and psychologists, we leverage reliable, validated data from more than 30 million normative assessments to help our clients boost productivity, slash turnover, and achieve organizational goals with confidence.

For a free assessment or initial consultation about your assessment needs, contact us at:

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