



SMART WORK | ASSESSMENTS
we get people

powered by Predictive Science

ProfessionalPOP™

"Anyone who has never made a mistake has never tried anything new."
- Albert Einstein

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

ProfessionalPOP™ is the ideal tool to help you select top-performing professionals for any independent contributor role in your company, department, or team. Because it's normative, it can be used to compare candidates, "apples to apples" and is proven to predict with up to 99.5% statistical certainty which individuals will be top performers.

Companies around the world have successfully used ProfessionalPOP™ to help select, develop, and retain all types of professionals, including architects, analysts, engineers, lawyers, and any other

professional role or independent contributor role within an organization. If your organization needs people to serve in consultative roles, you can rely on the ProfessionalPOP™ to help you find the optimal fit, every time.

As you consider how you develop the bench for future employees 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.

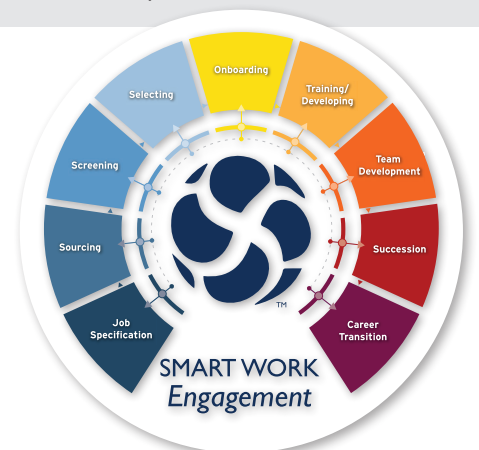
The ProfessionalPOP™ offers objective data relative to the core traits of employees that make them best-suited for managerial positions, or not.

ProfessionalPOP™ helps you

- Scientifically select high-potential professional-level people
- Assess which sales professionals are suited for consultative sales
- Identify individual contributors' strengths and development opportunities
- Gain insights for coaching incumbents
- Make better succession-planning decisions

ProfessionalPOP™ 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.



ProfessionalPOP™ 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.



ProfessionalPOP™ assesses and reports on:

- Consulting and leadership style
- Approach to motivating self and others
- Decision-making, goal-setting, and approach to feedback
- Self-management, comfort with conflict, self-confidence, and lifestyle management
- Team orientation
- Analytical orientation
- Emotional awareness of self and others
- Listening style and approach to networking

ProfessionalPOP™ 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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