SMART WORK | ASSESSMENTS
we get people
powered by Predictive Science

TeamPOP™

The Science of Team-Building

TeamPOP™ *(Team Predictor Of Potential)*, is a technology platform that allows for comparison and contrast of incuments or candidates to a manager and team culture.

TeamPOP™ is a technology platform that exponentially expands the power of your scientific selection processes and you can compare results from your team's Smart Work Assessments.

Our assessments are *normative*, which means you can confidently compare–apples to apples—the results from any group of individuals using any of our assessments. We compare the same traits and behaviors, no matter the assessment, between managers and their team members.

TeamPOP™ also provides coaching for a manager to an individual or to a team based on the Manager's Assessment and the individuals on the team. Only a scant handful of assessments in the world give you this statistical certainty, and **TeamPOP™** makes it easy to do!

You can use **TeamPOP™** as a stand-alone product, or integrated with **Talent Nest™** as part of your total online talent management solution. You'll find that the value of **TeamPOP™** doesn't stop with the Human Resources Department—managers, trainers, and teams throughout your organization can all benefit from better understanding how their profiles do and do not align.

The insights gained will be invaluable for spotting developmental opportunities, diagnosing conflicts, and aligning work groups.

The **TeamPOP™** offers real time coaching suggestions for the manager and each individual on their team.
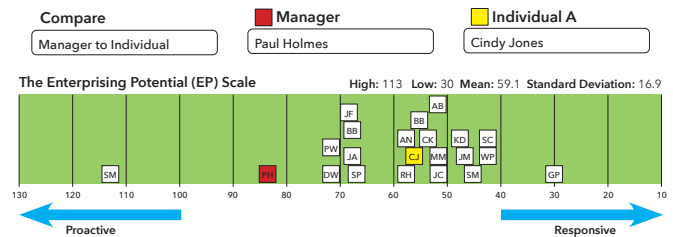
TeamPOP™ helps you

- Streamline hiring by quickly highlighting potential high performers from among your job candidate pool
- Turbocharge team-building by viewing at a glance how your team members stack up and where potential points of friction are lurking
- Facilitate succession planning by comparing one manager with another—or comparing potentially promotable staffers against your own profile
- Optimize your organization by matching managers with the associates who are most likely to work together effectively

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SAMPLE - TeamPOP™ Composite

Compare	Manager	Individual A
Manager to Individual	Paul Holmes	Cindy Jones

The Enterprising Potential (EP) Scale   High: 113 Low: 30 Mean: 59.1 Standard Deviation: 16.9

130 120 110 100 90 80 70 60 50 40 30 20 10

← Proactive   Responsive →

Comparing Manager Score (84) **to Individual A Score** (57)
Team Average (57.95)

This individual is much more responsive by nature when compared with this manager, and is therefore more reliant on feedback, structure and guidance to perform. In order to be effective, this manager should:

- Provide feedback and guidance regularly
- Ensure that they clearly articulate the individual's daily and weekly responsibilities
- Encourage the individual to create a "to-do" list or use a personal organizer
- Set up boundaries with the individual about when they can approach the manager for feedback or guidance
  ○ If the manager doesn't do this the individual will be at their door constantly
- Try and push the individual to think outside the box and develop new ways of doing things

The Achievement Orientation (AO) Scale   High: 24 Low: -18 Mean: 2.5 Standard Deviation: 12.2

TeamPOP™ 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.

TeamPOP™ is a state-of-the-art cost-effective online tool that:

- Automates invitations to the candidates, managers, and team members you want to assess
- Charts results from up to 30 individuals on specific assessment constructs:
  - » Enterprising Potential
  - » Achievement Potential
  - » Independence Potential
  - » Comfort with Conflict
  - » People Orientation
  - » Analytical Orientation

- Displays scatter plots showing how results from up to 30 individuals are distributed across paired constructs:
  - » Enterprising & Achievement
  - » Independence & Achievement
  - » Independence & Enterprising
  - » Analytical & People Orientation

- Centralizes access to individual assessment results
- Allows flexible grouping of individuals for composite displays of their results
- Provides recommendations for maximizing success, based on the opportunities and challenges revealed by the profiles and the specific type of relationship being considered:
  - » Manager to team
  - » Manager to individual
  - » Manager to manager
  - » Individual to team
  - » Individual to Individual

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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