



SMART WORK | ASSESSMENTS
we get people
powered by Predictive Science

WorkingRemotelyPOP™

SMART Insights That Predict Remote-Work Fit

WorkingRemotelyPOP™ (Predictor of Potential for Remote Work) is statistically reliable, and predicts outcomes with up to 99.5% statistical probability.

Working remotely has become a necessity for many organizations during the pandemic, and your organization may be making strategic decisions as to whether or not you'll continue having a hybrid working arrangement for your staff. Not all people will be successful in a remote work environment; **we can identify which ones are most likely to be successful doing remote work, and which ones won't.**

As you consider the future of how your teams work, **Smart Work Assessments** offers you the ability to

fully understand the **potential** for success of the individuals that make up those teams in a remote work environment.

We know from our 35 years of statistical research that an individual's personality traits drive their need for a particular type of work environment.

YOU CAN LEVERAGE THE POWER OF THIS SCIENCE TO HELP YOU MAKE CRITICAL TALENT DECISIONS AS YOU RETHINK YOUR TEAM'S FUTURE WORK ENVIRONMENT.

WorkingRemotelyPOP™ offers objective data relative to the core traits of employees that make them best-suited for remote work, or not.

WorkingRemotelyPOP™ Measures overall Working Remotely Suitability and includes the following:

PERSONALITY FACTORS

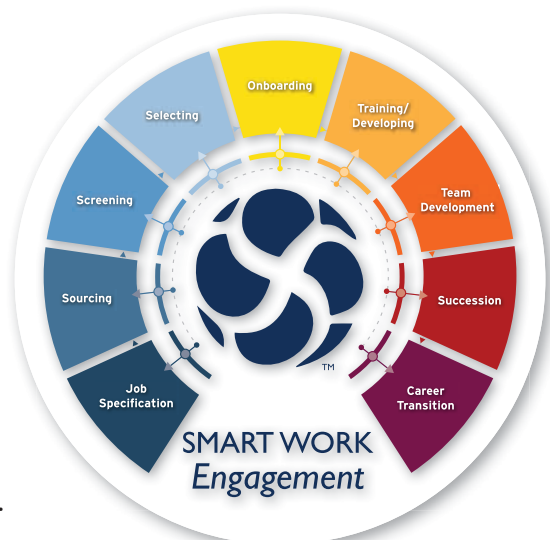
- Need for Structure
- Self-Management
- Learning Agility
- Current Stress Levels
- Previous Experience
- Adaptability
- Resilience

ENVIRONMENTAL FACTORS

- Remote Location Set Up
- Digital Competency
- Previous Experience in Remote Work

WorkingRemotelyPOP™ 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.



WorkRemotelyPOP™ 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.



The WorkingRemotelyPOP™ product suite includes:

- 1. WorkingRemotelyPOP™ Individual Assessment Report**
provides a predictive snapshot of an individual team member's Remote Work Suitability.
- 2. Management Interpretation Guide**
tools for managers to coach based on each team member's leadership strengths
- 3. WorkingRemotelyPOP™ Talent Analytics**
an aggregate report of your team's assessment data for predictive insights to support organizational decision-making

WorkingRemotelyPOP™ 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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Smart Work | Assessments is a Master Distributor of a Predictive Suite of over 80 assessments from Self Management Group of Toronto, Canada. All are based on 35 years of reliable statistical science, being actively used by over 3500 clients in 40 countries, with over 35 million assessments completed.