



**validity  
group.**

# Talent Analytics

*Recruit – Develop – Retain*

Our Predictor of Potential™ (POP) assessments and 360 programs help you quickly, easily and affordably recruit, develop and retain the top talent that your organisation needs to secure its future.

Due to thorough scientific validation, our extensive range of tools accurately predicts potential, performance, and retention for a variety of roles and industries. One size does not fit all, so you can now access solutions designed specifically for your industry.

Do you need to have an assessment designed specifically for your organisation's needs? Look no further and talk to us at Validity, to see how we can best support your exacting requirements. We have the expertise and experience you can rely on for the selection of Leaders, Directors, sales personnel, accountants, department heads,

medical personnel, lawyers, engineers, consultants and professionals for a broad and diverse variety of roles. We can assist and deliver remarkable cost efficiencies.

From millions of profiles of people from over 3,500 organisations, gathered over many years, we provide you highly developed and sophisticated ways in which to measure these success factors using a variety of normative profiles.

You now have easy access to our full range of solutions, and all with no need for certifications. Our psychologists have structured the

reports so that your executives, managers and HR personnel are provided with a level of clarity often missing from other reports. Don't invest in unnecessary certifications when you can invest in reports that deliver meaningful data that everyone understands, and positively impacts your business.

Validity Group delivers you best-in-class solutions to help you Attract, Select, Retain and develop Top Potential employees. This gives you access to the solutions from the largest sales profiling company in the world.



Get the right people in the right roles doing the right things.

## Our tools accurately predict potential, performance, and retention for a broad variety of roles and industries.

Validity Group is your home of the POP – Predictor of Potential™ assessments and screens. These tools are proven to help select both external appointees, and your internal candidates for promotion, as the potential to be top performers.

### Why Choose Validity Group POP™ Assessments?

- Select the best candidates to join your company, or for promotion and development.
- Gain access to over 35 years of ongoing research and historical data into the factors that make employees successful.
- No need for expensive Certifications.
- Customise assessments to your needs and HR data.
- Choose individual products to meet your needs or take advantage of our fully integrated talent management solution.
- Used by over 3,500 clients around the world.
- Up to 15,000 assessments scored every day.

- Available in over 40+ languages.
- Choose individual products to meet your needs or take advantage of our customisation services.
- Corporate rates available.
- Amazingly affordable for every sized organisation – special rates for not-for-profits.

### Proven Solutions for Sourcing, Screening, Selecting, and Coaching Top Performers

Our many role-specific, validated assessment tools are the result of over 35 years of performance research. With these tools, Validity Group is able to help organisations accurately predict performance and retention while dramatically increasing results and candidate flow.

Our products will help you with talent management from selection to coaching, and they can be customised to match your organisation's unique needs.



It should all start with the focus on the right investment – the who and the what.

## Align talent potential with your strategic planning.

### Tools and Surveys

Reach greater levels of organisational effectiveness and productivity. Our powerful and accurate assessments, diagnostic tools, and organisational surveys are based on rigorous research. They provide measurable data and actionable insight to:

- identify training requirements;
- improve hiring and retention practices; and
- develop a better understanding of how your organisation is doing on every level.

### Leadership Identification and Development

To develop a complete leadership succession plan, our Validity 360° assessments include an integrated approach at five levels within an organisation:

- C-Suite
- Executive
- Senior Director
- Manager
- Individual Contributor

### What Behaviours Does Our Tool Assess?

The Validity 360 creates a scorecard that assesses appropriate behaviours at each level of the organisation, including:

- Strategic Mindset
- Customer Centric
- Agility
- Relationship Intelligence
- Talent Champion
- Resilience
- Entrepreneurial
- Innovative
- Ethics
- Inclusivity

Based upon accurate data you can now build your leadership performance and ensure you create the critical competitive advantage and sustainable business resilience for business growth.





## Predictor of Potential™

Assessments and 360 programs help you quickly, easily and affordably **Recruit, Develop** and **Retain** with:

### Executive Leader & Leader POP™

Leader Selection and Development

### Professional POP™

Identify and select high performing professionals

### Management POP™

Develop and maintain high performance managers

### Sales POP7.0™

Select and develop high performing salespeople

### Champion 360

A new generation 360 assessment tool that encompasses talent and inclusion

### Maximise Your Training

Training budgets are under pressure to deliver better results for the organisation. Organisations must find better ways of making that investment deliver a return or risk losing funding. At the same time, organisations know that to attract top talent and to keep top talent they must continue to invest in training.

Deliver only what you need to, those who need it – not to all those who cannot use it. The best way to determine where, and indeed if, you should make those investments, must be based on solid data. Validity POP™ assessments provide you with the data points on which to make those decisions.

### Develop and Invest in Potential

The economic realities and pressures of today will only be further heightened tomorrow. It is clear that every organisation must invest in its high potentials. The cost of not doing so is that they will leave you, with all the issues that generates – the costs of search, the loss of knowledge and talent, all too high-cost items.

We therefore need to ensure that the organisation does not invest in developing those who are unable to be developed – who have no interest or ability to develop. Validity POP™ provides you the tools to ensure that you are only investing in potential. Today you cannot afford not to take this measurement as your initial step.

### Focus on Needs

Senior business leaders rightly scrutinise the parameters of your choices in selecting both the individuals and the courses/solutions that you supply and invest in. Those investments are often substantial relative to the size of the organisation. They are truly an investment in the future health and success of the business – an investment that requires an ROI metric.

At Validity, we are able to deliver a more complete solution to provide you with that focus. Our POP™ will assist in your selection and determining who should be, and what needs to be, developed. We can support you with a diverse range of solutions to support those development objectives. We can also support you with our Qstream microlearning solution.



PRACTICAL SOLUTIONS FOR A DIGITAL WORLD

## *Driving* business results.

Our high-impact solutions ensure that you are on the cutting edge and that your investments are aligned to the expectations of a mobile digital world.

Since 2006, we have constantly helped clients drive their business results by development their people, let's start growing your organisation's success today.

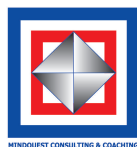
We enable people and businesses to grow and excel

Proudly supporting businesses everywhere.

View our powerful solution portfolio online or contact us for more information.

### Head Office

Level 27  
101 Collins Street  
Melbourne VIC 3000 Australia  
+61 3 9653 9551 | [info@validity.group](mailto:info@validity.group) | [www.validity.group](http://www.validity.group)



**validity  
group.**

### Malaysia

MQCC Malaysia PLT

Suite B-16-3, Tower B, Wisma Pantai  
No.5, Jalan 4/83A, Off Jalan Pantai Baru  
59200 Kuala Lumpur, Malaysia

+60 12 625 1533 | [mqcc@mindquestcc.com](mailto:mqcc@mindquestcc.com) | [www.mindquestcc.com](http://www.mindquestcc.com)