



validity
group.

Express POP™

Designed *by* Business and HR leaders *for* the challenges of today.

There has been a recurring theme recently, with a common request coming from Business leaders and HR managers.

They have been asking us to design a revolutionary **new** assessment. One that was radically different from everything else available. One that would be **multifunctional across 6 roles**. One that would not drown them in data that they would never use. One that would immediately cut-to-the-chase and provide them with the answers they wanted.

In brief, it had to be **Shorter – Sweeter – Faster & Broader**. It needed to be applicable across multiple roles.

They needed to use it for:

- Talent management
- Career management
- Talent stock-take across departments & groups
- Suitability mapping for new hires
- Alignment of new grads across the business
- Plus, it had to be easily applicable

We delivered on all of that, and so much more, with the **Express POP™**.

With validated data from millions of users, it is ideally positioned to support all industry sectors, across multiple roles and across all geographies.

Express POP™ is structured so that **no certifications** are required to interpret the reports. It also gives each applicant a brief synopsis of their report for their own use. **Truly** user friendly for everyone.



JOIN
OUR
TEAM

Express POP™ meets the post-pandemic expectations of the marketplace.

Express POP™ is the *ideal* solution for today's world.

Industry experts and clients agree that the changing and expanding post-pandemic marketplace will dramatically increase the number of staff who are planning to switch jobs.

With some forecasts predicting 1 in 4 workers planning to change jobs, the impacts and associated costs could be crippling. Understanding the reasons why staff are looking to move jobs is the first step in avoiding those traumatic costs:

- **Employees want career advancement** – feelings of being stuck in current roles.
- **Company culture** – requiring internal mobility and providing continuous learning.
- **Working remotely** – no longer an area of negotiation, they look for greater balance.

Our solution ensures that you can align all your internal talent to **6 potential career roles** across your organisation. These are people who know your business, who understand your culture and your values, and are potentially of long-term value to the company. You can find out best how to select and move them with **one assessment across 6 job roles**.

For external candidates, you are no longer limited to having them take one assessment for a specific role. Now you can assess them against **6 different roles within your company**. In just one assessment, you now have 6 reports on that one candidate.

Managing and Coaching staff remotely is now the new norm. You now have the insights in how best to support your staff and coach them in a remote environment.



Express POP™ is multipurpose:

6 Roles

- Sales
- Sales Management
- Management
- Leadership
- Professional
- Service

Multiple industry sectors

- General business
- Public sector
- Hi tech
- Finance, insurance and banking
- Service & retail industry
- Travel & accommodation
- Manufacturing
- And many more

The **Express POP™** helps organisations objectively evaluate a candidate's or a current employee's natural suitability to various roles. The **Express POP™** maintains the bulk of the predictive power of the traditional POP™ assessment but takes less than half the time to complete.

The Express POP™:

- Is a fully validated psychometric selection assessment.
- Assesses key personality traits that are benchmarked against 6 different roles.
- Uses a series of standardised, objective, and validated questions.
- Provides an overall recommendation, as well as competency specific feedback that can be used for career planning, training and development purposes.

The Express POP™ report:

- Determines candidate suitability for 6 different organisational roles.
- Identifies high potential across a spectrum of positions.
- Allows recruiters to spend time with quality candidates across a number of diverse roles.
- Demonstrates how the organisation supports career development.
- Ensures that talent is redeployed efficiently and effectively with a scientific basis.
- Provides managers with insight into how to lead and develop these individuals.
- Provides insight into the candidate's suitability to management.

**Express POP™ -
One assessment for
6 roles.**



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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.

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

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