

# Dimensions

Innovative. Universal. Versatile.

Talent Q Dimensions is an online system for assessing key personality attributes in relation to work, providing a selection of output reports to help solve talent challenges throughout the employee lifecycle.

Available in over 30 languages, typically taking 25 minutes to complete, with inbuilt role profiling functionality, Dimensions is renowned for its ease of use and versatility.

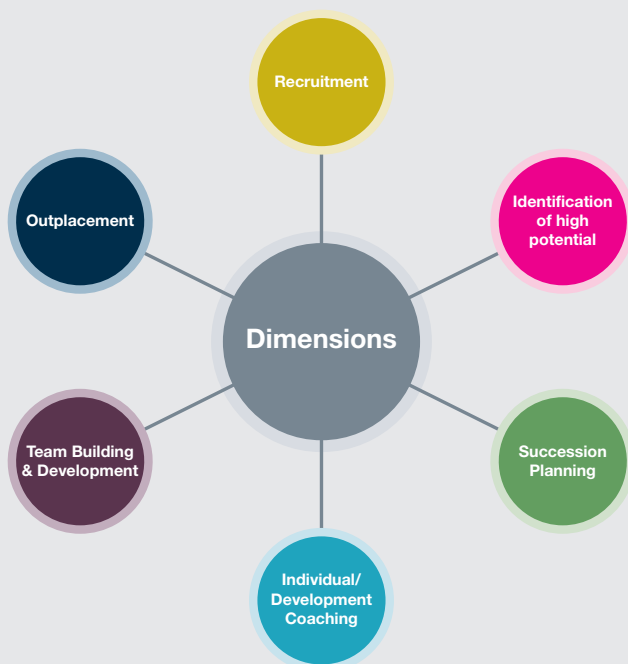
Dimensions has been developed solely for use in the workplace and is based on rigorous scientific research, ensuring user confidence that is both highly effective and is compliant with best practice and regulatory guidelines.

## Applications

Dimensions can be used across all sectors, functions and organisational levels.

Organisations such as Carlsberg, Royal Mail Group, nPower and Britvic use Dimensions to support activities including:

- **Recruitment** – to increase the accuracy of hiring decisions as well as improving the overall speed and efficiency of the hiring process.
- **Identification of high potential** – to objectively identify those individuals with the highest potential in order to improve and manage talent pipelines.
- **Personal development** – to provide powerful insights about an individual’s personality, core strengths and development needs.
- **Team building** – when creating teams from scratch or developing existing teams to perform more effectively, Dimensions data provides individual and group based information illustrating the relative strengths and weaknesses of the team as a whole.
- **Development and coaching** – whether assessing for leadership potential or developing people to become more effective, Dimensions provides deep insight including measures of potential derailment.



## Reporting

Dimensions enables multiple reports to be generated for use across recruitment, re-organisation, development, high potential identification, team building, executive coaching and outplacement, all from one single assessment.

This reduces: administration time, assessment fatigue and costs, it also removes the need to purchase and maintain multiple assessment methods and suppliers.

### Report options:

#### Trait Profile

Measures 15 personality traits, plus 3 response style factors, designed to easily map on to commonly occurring competencies used by organisations.

#### Narrative Report

Automatically generated narrative text describing the possible implications of the respondent's personality and behaviour at work.

#### Team Profile

Profile relating to Talent Q's 8 Team Roles Model. Results from up to 12 individuals can also be combined into a Composite Team Profile.

#### Type at Work Profile

Used for development purposes, this profile provides feedback on an individual's personality Type in the work environment.

#### Sales Profile

This profile applies personality styles to the context of sales. Talent Q's Sales Model breaks down the sales process into 8 key stages and suggests the respondent's likely level of comfort in each area.

#### Development Profile & Feedback Guide

To support individual development and coaching, the Profile and associated Feedback Guide provides an in depth view of the respondent's typical personality as measured by Dimension's 45 trait indicators.

#### Potential Report

Combining Dimensions and Elements data, the respondent's results are mapped onto Talent Q's model of Potential. The Profile and accompanying narrative helps users to identify an individual's strengths and development needs in relation to leadership potential.

#### Derailment Report

This report looks at 8 factors known as 'Derailers', intrinsic personality factors which may derail an individual in times of pressure.

#### Elements Report

Where the candidate has completed any of the Elements ability tests these results appear alongside the other Dimensions reports, providing commentary on the relationship between ability tests and aspects of the individual's personality.

#### Role Match Profile

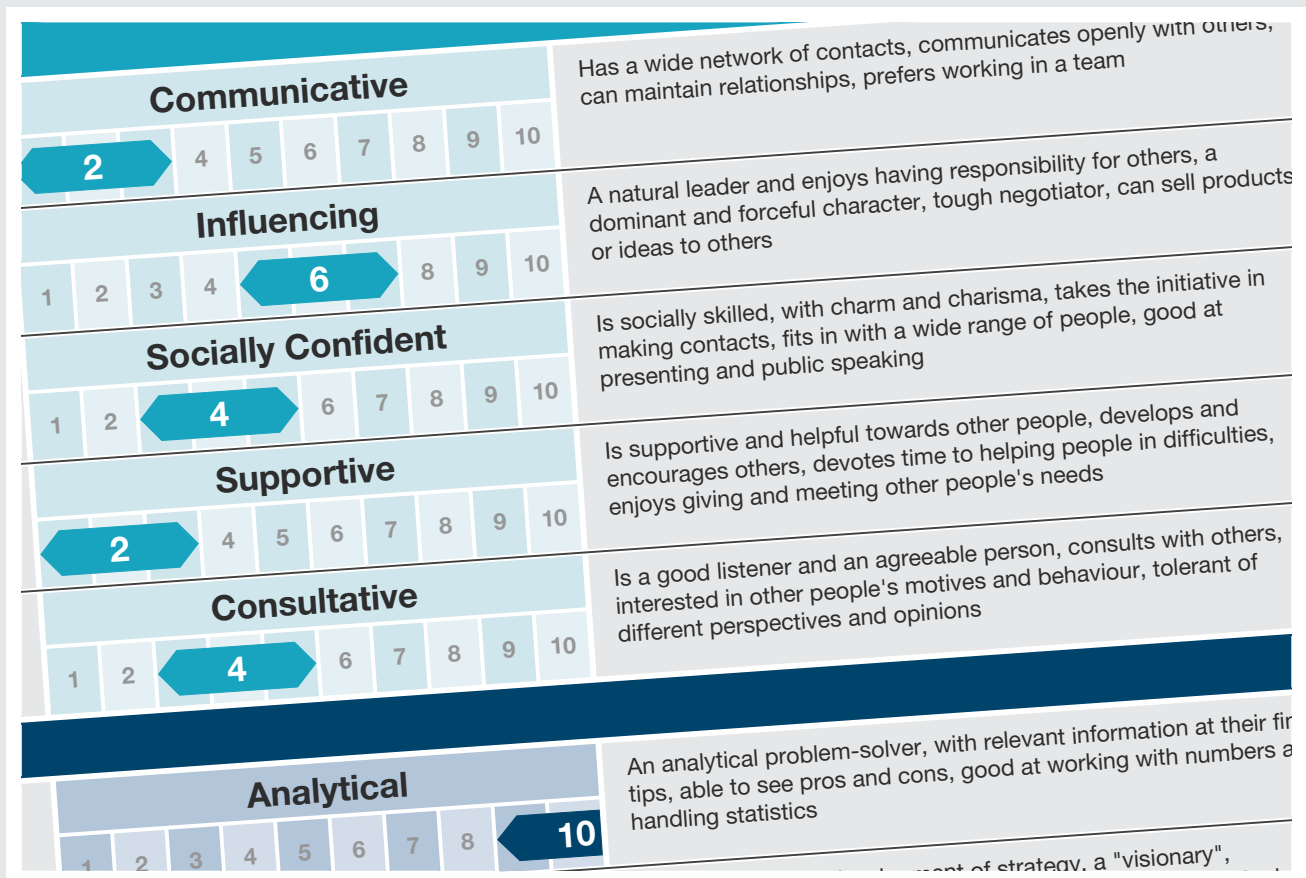
This profile takes the Dimensions data for an individual and compares it to the requirements of a specific job which have been pre-defined using Talent Q's Role Profiling Wizard. This provides an indication of the likely fit of the candidate to the role.

#### Interview Guide

Based on the requirements of the job as defined in the Role Match Profile, the guide provides dynamically based interview questions to support recruitment interviews.

## Easy to interpret

Dimensions reports are easy to interpret and highly graphical, providing a clear illustration of results and implications.



## Making it your own

Many organisations have their own behavioural frameworks to support talent management, be these competencies, leadership behaviours or indicators of potential. Talent Q offers a fast and cost-effective service to customise reports from Talent Q Assessment Systems. Additionally, assessment landing pages, actual assessments and reports can be rebranded to reflect a client's corporate branding.

## Easy to use

Dimensions forms part of Talent Q Assessment Systems (TQAS), which are available online 24/7, 365 days a year. Built using robust and secure technology, TQAS places control of the assessment process firmly in the hands of users. Using the TQAS web interface, users can easily: upload candidate details, administer Dimensions, notify candidates via email, track the progress of projects and instantly generate reports.

The candidate experience is smooth and rapid. The questionnaire typically takes 25 minutes to complete, is relevant and contemporary and has easy to follow instructions and online help.

## Training

Dimensions is available to all those with BPS Level B qualification or equivalent. Our own Level B training is accredited by the BPS and to avoid lengthy absences from the workplace and to suit the pace of the individual, we have adopted a blended learning approach which combines e-learning, telephone tutorials and a final classroom practical.

For those who are already Level B qualified, access to Dimensions is immediate. We do offer complimentary Level B Conversion workshops which provide a valuable orientation to Dimensions, but we do not insist on attendance.

## Getting started

There are two main options for purchasing Dimensions:

- **Annual fee** – a flexible and fixed cost way to use Dimensions for 12 months.
- **Volume based** – an amount of units or credits are purchased based on the likely number of questionnaires required. For larger volumes of usage a generous sliding discount scale is available.

There are no implementation charges associated with Dimensions, so once you place your order, access to Talent Q Assessment Systems is immediate. You will receive unique login details to TQAS by email, and our customer service team will give you a guided tour.

## Benefits of Dimensions

- **Multiple-use of data** – extend the value of your assessment data beyond the purpose for which it is originally gathered by using it more than once. An individual's Dimensions data can be queried multiple times to support a variety of talent management initiatives.
- **Tailorable** – Dimensions can be easily mapped to an organisation's competency framework with unique client specific reports. Assessments and reports can be rebranded to reflect the client's own corporate style.
- **Role profiling** – Dimensions has an inbuilt Role Profiling Wizard, enabling the user to identify the personality characteristics relevant to a role and subsequently measure candidates against these.
- **Pedigree** – developed to exceed the most rigorous psychometric standards, by Roger Holdsworth, a recognized authority in employee assessment.
- **International** – Dimensions is available in over 30 languages enabling global consistency of assessment.
- **Time** – with a typical completion time of about 25 minutes, Dimensions is much quicker to complete than most traditional personality questionnaires.
- **Cost-effective** – Talent Q offers unbeatable value; pricing is clear and simple, with no set up fees.



## Further information and support

At Talent Q we take a pragmatic and flexible approach in everything we do. Our aim is to achieve the best possible outcome for the client and their organisation, so if you would like to find out more about Dimensions, its use and applications, please contact us **+44 (0)1844 218980** or at **info@talentq.co.uk**

Sample Dimensions reports are available to download from [www.talentq.co.uk](http://www.talentq.co.uk)



Talent Q provides innovative online psychometric assessments, training and assessment consulting, addressing talent management challenges throughout the employee lifecycle.