

ITPRO™

IT POTENTIAL PROFILE



The ITPRO™ is a state-of-the-art psychometric profiling tool that identifies the inherent personal strengths and aptitudes that will help individuals become more effective and productive in evolving Information Technology cultures.

The ITPRO™

- **Identifies inherent potential to perform in various IT cultures**
- **Identifies self management and adaptability**
- **Matches individuals more effectively to projects**
- **Provides valuable coaching and development strategies**
- **Is objective, comprehensive and economical**
- **Can be customized for your organization**
- **Provides valuable individual feedback to candidate**

The ITPRO™ is a personality profile designed specifically to identify the key characteristics of individuals being considered for a variety of Information Technology positions. It assesses self management potential, motivational profile, fit to structure & systems, comfort with conflict and overall fit to various generic IT roles such as project manager, developer, maintenance etc. The ITPRO™ also assesses social orientation, analytical orientation, confidence, managing energy and commitment information technology careers.

SELFMANAGEMENT
GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

Profiling for Performance, Retention and Fit to Information Technology Career

Today more than ever, the information technology sector is a key component of the economy. As more and more successful organizations focus on maintaining their competitive edge, many have adopted psychometric profiling tools to be used as part of a selection and development strategy to focus on the 'soft' skills that are often overlooked.

Selection & Retention

Due to the rapid changes in technology, IT people are often selected based primarily on their skill set but those who are most productive and successful are those who are self managers. Once a candidate for an IT position has been screened as to chemistry, skill sets and ability, the ITPRO™ provides an objective assessment of the individual's inherent strengths and how they may be used most effectively within the IT culture. The ITPRO™ provides selection strategies and predicts probable performance and retention based on the individual's personality and attitudes. By assessing self management, motivation, need for structure and comfort with conflict among other attributes, the ITPRO™ can identify those who are most likely to succeed and be retained within the organization.

Training & Coaching

Most training in the Information Technology sector is focused on technical issues but more IT managers are paying attention to 'soft' skills such as self management, dealing with conflict, lifestyle management and more. The ITPRO™ is a comprehensive and objective tool which often provides managers with insights that they may not have considered when managing their IT professionals. The ITPRO™ identifies the individual's inherent strengths and provides coaching suggestions for management. The ITPRO™ also provides insight into growth opportunities which may need development.

The ITPRO™ also provides useful in-depth personal feedback with developmental suggestions for the individual completing the profile. Self coaching suggestions are provided for individuals to use in their own personal development.

Interpretation Information

The ITPRO™ measures 8 separate character traits self direction, motivation, social orientation, non-conforming, compliant, relaxed, analytical orientation and conforming) which include both the powerful and neutralizing aspects of personality. This allows for the formation of a profile which can be compared to norms for a wide variety of IT cultures.



In addition, the ITPRO™ assesses confidence, lifestyle management and commitment to an IT career. These factors can be reflected as positive attitudes or can become attitudinal blocks to performance.

These factors are presented in an easily interpreted fashion. The report provides relevant selection questions and coaching suggestions.

Customization and Validation of the ITPRO™

To ensure that the Self Management Group's profiles do what they say they do, they are validated for each specific client. The Self Management Group follows a process called a 'validation study' to do this. A validation study is a scientific review of the psychometric tool (and any other aspects of a selection system) to determine that it measures what it says it is measuring and is related to performance in that specific business culture. The ITPRO™, like all Self Management Group profiles, is subjected to this validation by a team of PhD's in psychology to ensure that it provides only the most appropriate and reliable assessment for each client.

The ITPRO™ provides a normative database that allows for ideal candidate and IT culture mathematical modelling, strategic planning and succession planning. It is statistically validated using each organization's unique performance criteria and can also be customized to reflect the specific IT culture and planning needs of each client. This is done by focusing on the various IT roles and the specific competencies required for each position to build a customized selection model for the client. This analysis also provides management with powerful knowledge of their service organization, allowing them to make strategic changes in the service culture.

Self Management Group

The Self Management Group is a privately held company which specializes in selection, development and career management of people. The Self Management Group provides a comprehensive range of products and services which include a very extensive list of psychometric profiling tools, management and sales training, team building workshops, change management, career and outplacement counselling, stress management, succession planning, mentoring coaching and other services.

Find Out About the ITPRO™ Today

The ITPRO™ and the Self Management Group's many other profiling and training systems are available on-line or in your office. Call (416) 746-0444 or (800) 760-9066 or visit our website: www.self-management.com