

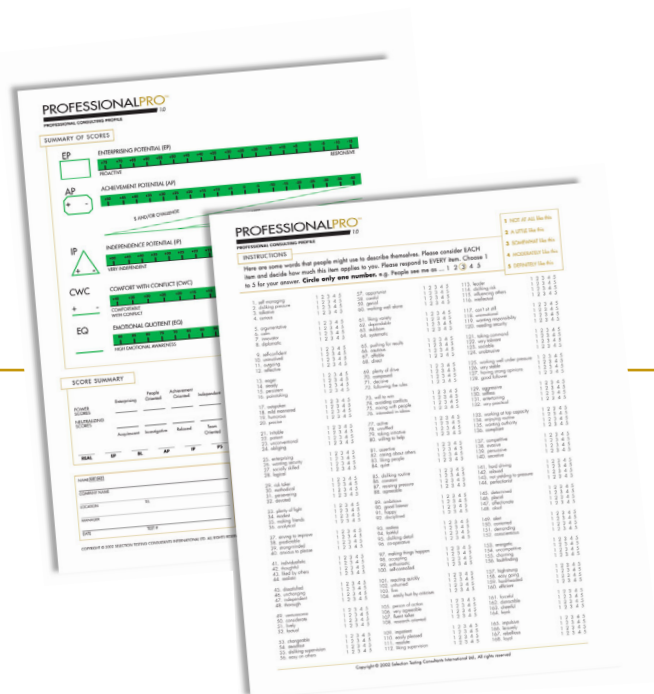


Select, Coach and Develop your team of Professionals

When your clients are seeking your expertise, it is very important that you are represented by the right people! If your enterprise depends on accountants, actuaries, advisors, analysts, architects or any other professional, the ProfessionalPro™ should be part of your selection, development and coaching strategy.

The ProfessionalPro™

- **Helps identify and recruit high potential people for professional level roles;**
- **Is a powerful selection tool which can be customized and validated for your professional culture(s);**
- **Builds career (and organizational) specific profiles;**
- **Identifies strengths and growth opportunities;**
- **Provides coaching and development suggestions for management;**
- **Provides very comprehensive self-coaching feedback to the individual;**
- **Provides the basis for succession and strategic planning.**



The ProfessionalPro™ is designed to help select, develop and retain the right sort of professional people for your enterprise.

The ProfessionalPro™ assesses and reports on:

- consulting and leadership styles;
- approach to motivating self and others;
- decision making, goal setting and approach to feedback;
- emotional awareness of self and others;
- success factors such as self management, motivation, comfort with conflict, confidence and lifestyle management;
- fit to team and culture;
- listening style and approach to networking

Interpretation of the ProfessionalPro™

The ProfessionalPro™ measures 8 separate character traits 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 other professionals. The profile created provides very useful information about the individual's fit to a professional consulting role.

In addition, the ProfessionalPro™ measures self confidence, lifestyle management, listening style and the individual's attitudes about networking, self promotion and managing rejection.

All these factors are presented in an easy to interpret fashion with selection questions and coaching suggestions included.

The Science of Normative Profiling

The ProfessionalPro™ is based on the POP™ (Personal Orientation Profile). The POP is a normative personality profile which was

developed in the late 1970's using advanced statistical methods in psychometric research. The POP has been an industry leader for selecting competitive sales people for over 20 years. It has been under constant development since its inception and is now widely used throughout North America and other parts of the world. The POP™ scales are used widely for matching personality to career path and selection for a wide variety of careers.

Normative profiling is acknowledged as the appropriate approach to scientific selection because a normative profile such the ProfessionalPro™ allows scores from different candidates to be compared with each other and the population of professional people. The ProfessionalPro™ also allows for the building of mathematical models of each enterprise and the study of the relevant success factors in each role. Other factors such as education, recruiting sources, regional differences and other demographics can be analyzed as well providing strategic management with information that may have been missing using other selection methods.

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 ProfessionalPro™ Today

The ProfessionalPro™ 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 visit our website www.selfmgmt.com or www.self-management.com