

Profiles Sales Assessment (PSA)

Facts and Figures



Science

The Profiles Sales Assessment has, without doubt, the most rigorous testing and is the most scientifically robust and proven assessment in the marketplace

- The PSA is a Predictive-Normative, Multi-Construct instrument with JobFit capability.
- The PSA was initially Normed on a population of 400,000 individuals and was renormed for Australia on a study of 10,000 Australians.
- The Reliability Studies were based on more than 200,000 individuals with Coefficient Alpha results ranging from 0.73 to 0.87 across all Scales. We do not know of any other assessment that can claim these Reliability Scores.
- The Test-Retest Study results ranged from .66 to .91 across all Scales.

ROI Studies

In a review of 25 studies that quantified the effects of using Profiles International JobFit assessments, it was found that the following benefits were derived:

- The average ROI was \$26.30 returned for every dollar invested
- The average reduction in early failure rate was 46%
- The average reduction in Sales Department employee turnover was 47%
- In all cases where JobFit assessments were used within the sales team, sales increased as a result



OUTCOMES

Profiles International assessments are not only fully Validated and Normed to the Australian population, they also possess the highest Predictive Reliability in the global marketplace.



MULTI-LINGUAL CAPABILITIES



The Profiles Sales Assessment offers multi-lingual capabilities (i.e. assess a candidate in Mandarin but get the results in English, or German, or French, or Japanese etc). A list of languages is available on request.



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