

**Talent for the Workplace**  
Determine. Measure. Uncover.



The hunt for India's **Talent tool** uncovered.  
So that you can be seen smiling more.

**PexiScore.com** is an Indian online, cloud-based Talent Assessment platform that **helps Human Resources measure talent** for hiring, promotions and succession planning. Reach out to us to know more on how we can help you with organizing talent at the workplace. Visit **PexiScore.com** | **Pexitics.com** to know more about our approach.

Talent is defined in various ways;

Potential – isn't talent.

Capability – isn't talent.

Competence – is talent; but depends on the hierarchy.



The three sub-sets of Competence are **Behavior**, **Motivation** & **Ability**.

If Competence explains Talent, Leadership is competence with a **greater bar of excellence**.

Competence is a better determinant of Potential than past skills.

*Age is a very good example why past skills aren't worthy of proving future potential.*

Fun | Fear | Focus

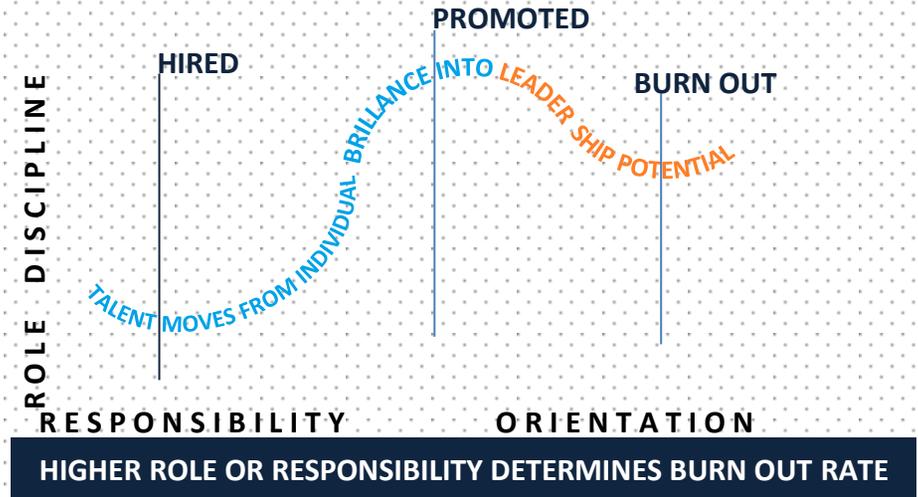
INTERVIEWING AND HIRING SKILLS FROM PEXISCORE

**HR TRAININGS ON HIRING**

Talent can be measured using two factors;

Role Discipline – causes faster burn out

Responsibility Orientation – slows brilliance

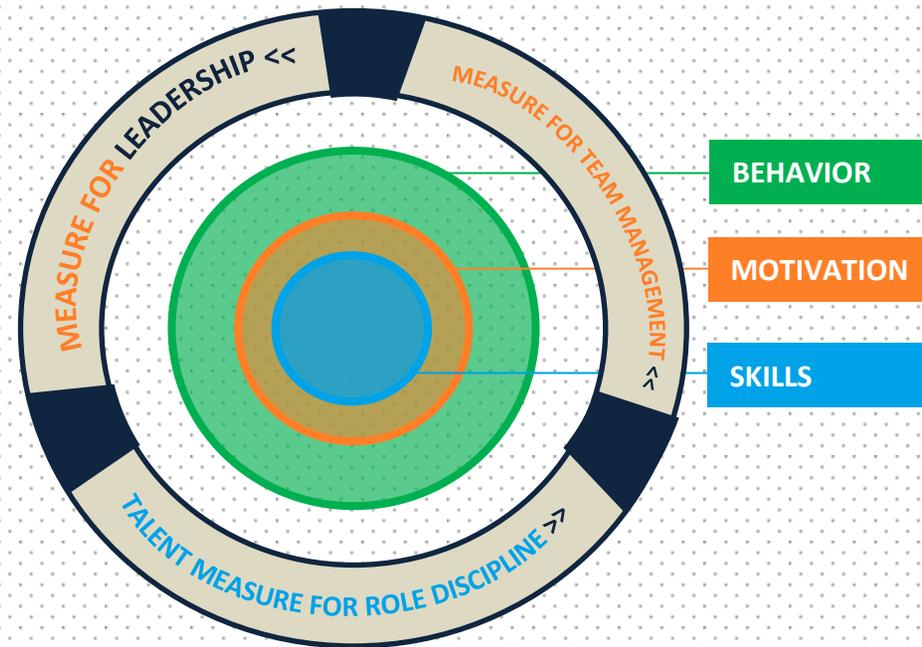


Competence FRAMEWORKS must be capable to measure each factor at every level for effective scope of measurement.

Most competency frameworks are great at telling you about attributes; they fall short of telling you how it plays out when it comes to a complete talent management framework on a longer horizon at the workplace.

We at PexiScore understand that you do not hire or promote for a year; you hate attrition as much as we do. This can be fixed by measuring each layer effectively, if understood from the core to the outward behavioral patterns.

Skills are the core; Motivation is at the centre while Behavior is the outer layer.



*The story of Leadership begins with Talent; excels with Competence and succeeds with Cognitive skills.*

Harvard Business Review says employees seek the following to be retained

**Autonomy | Mastery | Purpose**

Autonomy is the will to pursue a behavioral trait  
Mastery is the excellence in the pursuance of skills  
Purpose is the motivation that drives people

This cannot be more true about millenials and leadership. How you hire and promote millenials could be the game changer in the coming decade. But hiring better is the start.

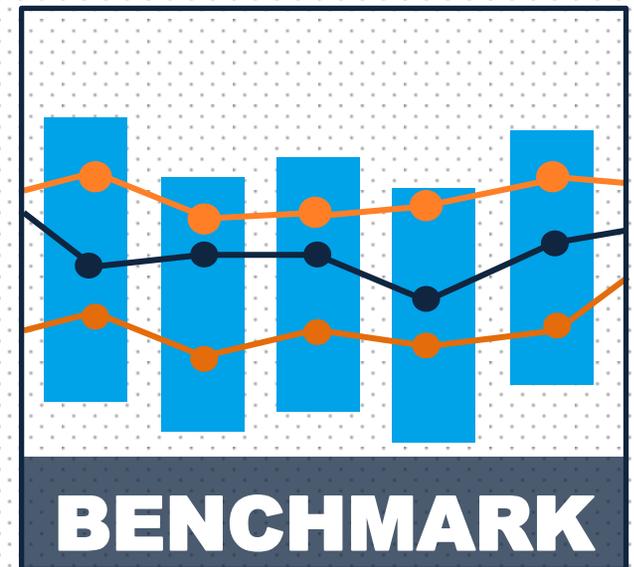
**75%** | **74%**

BELIEVE THEIR ORGANISATIONS  
COULD DO MORE TO DEVELOP  
FUTURE LEADERS.  
- DELOITTE

SEEK MORE FLEXIBILITY AT WORK.  
- E&Y

**MILLENIALS AT WORK**

**DO YOU BENCHMARK THE MILLENIAL EMPLOYEE AGAINST THE LEADERSHIP USING DIFFERENT VENDORS BUT SAME ATTRIBUTES? YOUR BENCHMARKS WOULD BE COMPROMISED FOR MEASUREMENT EFFICACY.**

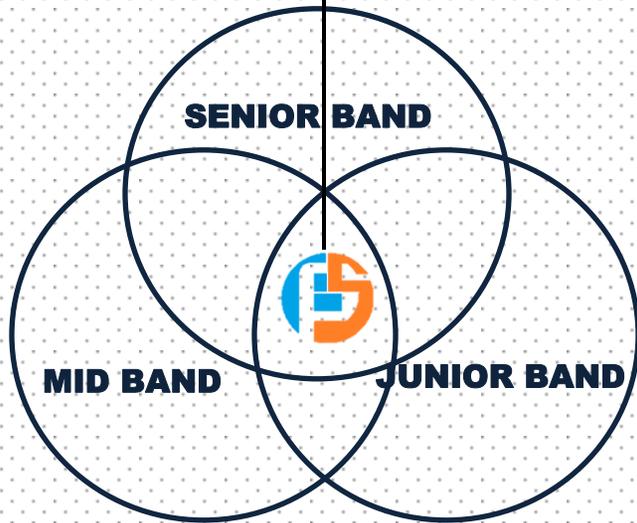


We understand analytics and the sanctity of data. Our data is also Indian, like our users.

# USING ASSESSMENTS

DOESN'T MEAN YOU HAVE TO HAVE MULTIPLE VENDORS

MEANS YOU USING A SINGLE VENDOR FOR DATA UNIFORMITY



DATA IS UNBIASED WHEN THE SOURCE IS

RE DU CE  
CO MM ON  
BI AS ES  
SI NG LE

**MAKE SURE DATA**

IS UNIFORM

ELIMINATES FEAR OF TRANSPARENCY DESIGNING PEOPLE POLICIES

H I G H E R RATE OF SUCCESS IN PEOPLE MANAGEMENT OBJECTIVES

“The electric light did not come from the continuous improvement of candles.”

# BENEFITS OF ASSOCIATION

You have 50\* openings.

You earlier interviewed 5\* per JD. Now interview 2/3 only.

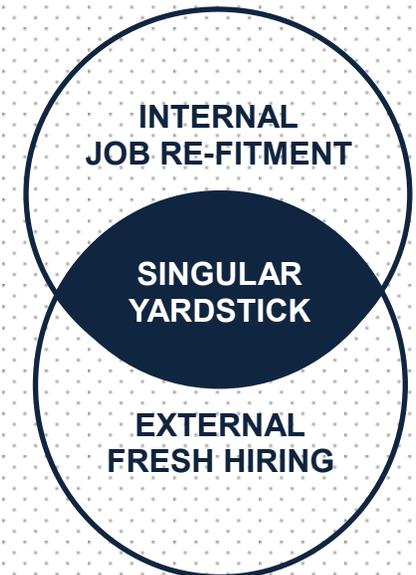
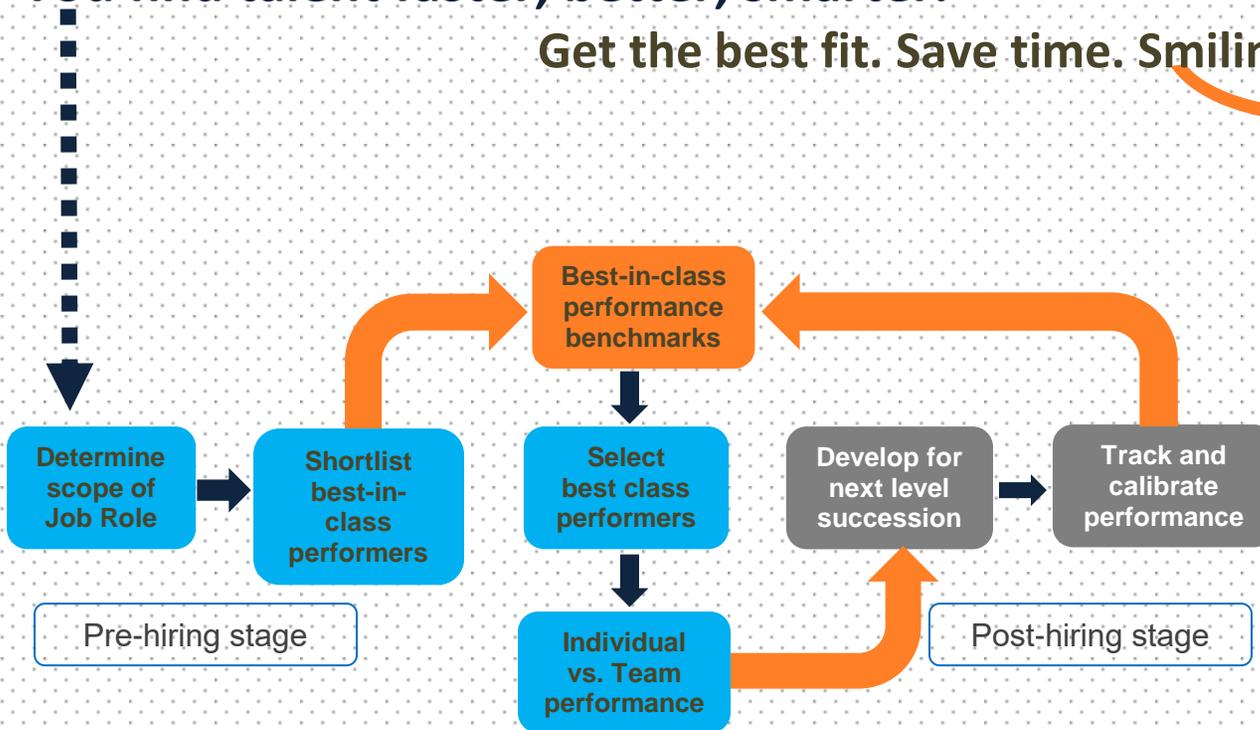
You save 50 hours of time + costs + headaches + mistakes.

Because they mirror the best-in-class at work.

Cause benchmarked them using the organisation yardstick.

You find talent faster, better, smarter.

Get the best fit. Save time. Smiling more.



\*We have considered an average Indian organisation scenario. 50 job roles @ 5 candidates take up 125 hours of interviewing. This excludes the time taken to read through resumes to measure fitment. Using PexiScore assessments reduces the number to 75 hours or less. Plus the time and costs of interview panelists.

We cover end to end processes when there is a large scale engagement involved.

We work with large, medium and small entities across the Indian subcontinent.

Customers we work with include GHCL Ltd, Manipal Global, Motilal Oswal Financial Services, EsyCommerce.com, Investoxpert.com, iDisha Info Labs, Code Board Technology Pvt. Ltd., Worxogo, Glass Onion, Equiskill, Jain University, Symbiosis University, Redpine Signals, Maharashtra Knowledge Corporation Ltd., Quickmove Technologies Pvt. Ltd., etc. on various fronts.

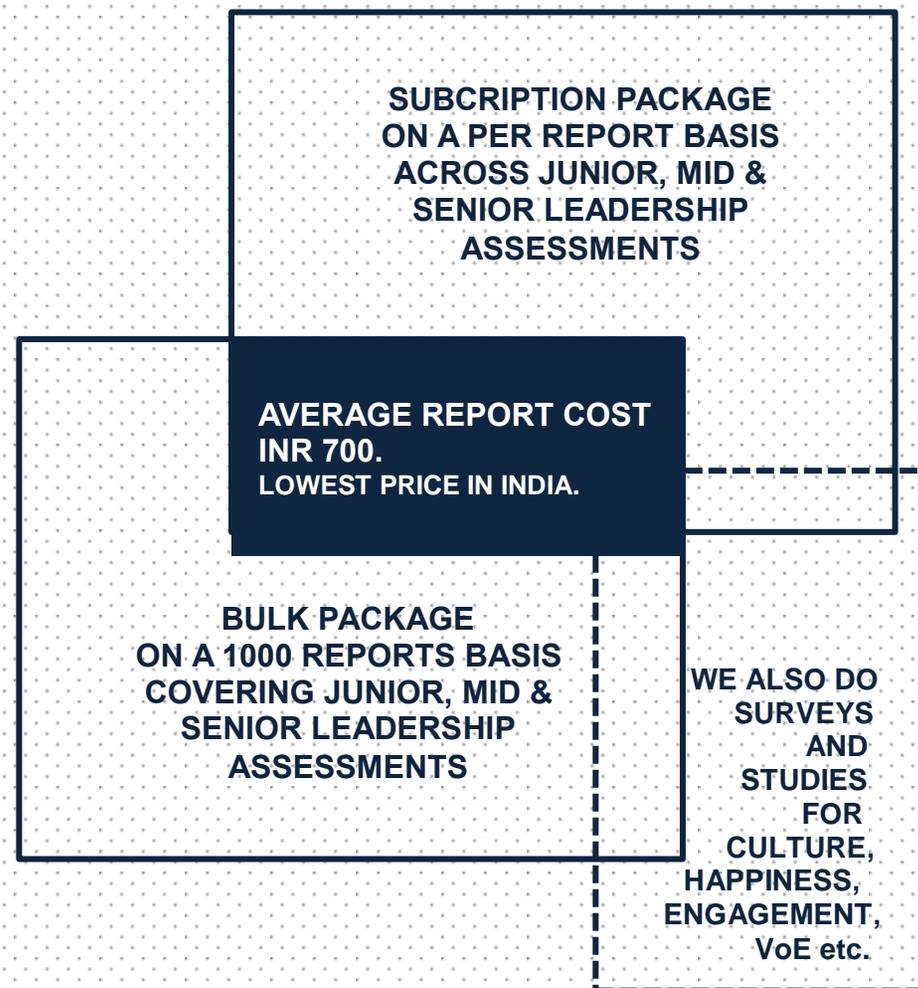
We work across sectors like Engineering, Manufacturing, Services, Finance, FMCG, Education etc.

We are trusted because we deliver on your scale. Not ours. Using benchmarks.

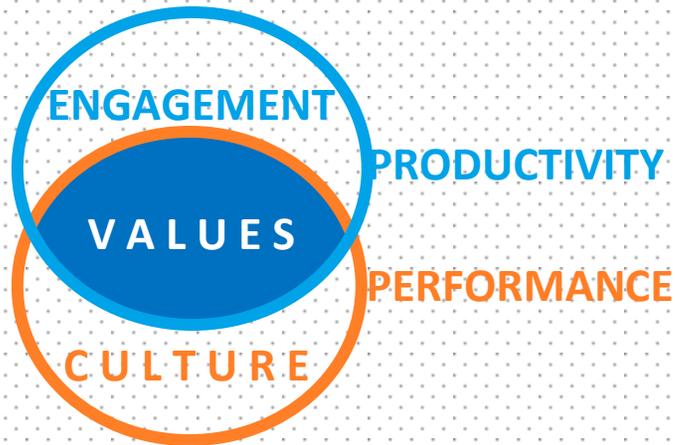
So that you measure everyone using a single inventory of attributes across behavior, aptitude and functional skills.

So that you never fail to find the ones who meet your internal standards of performance. And who can be the best cultural fit when they mirror the best-in-class for you.

So that you can see you smiling more!



# BEYOND HIRING: ENGAGEMENT & CULTURE



Engagement improves productivity at the workplace. Productivity is in turn driven by values.

If these values match the culture, performance improves. Engagement surveys are in actual culture surveys in disguise. This is to help understand the performance motivation of the employee and whether it is directing productivity towards the right direction.

While engagement provides higher productivity, culture resides deep inside as core values to push performance. The organizational function should be pushing towards higher performance by driving the right cultural embracement to ensure engagement for optimum productivity.

In other words, culture is the values, beliefs and behavior exhibited while engagement is the level of commitment to these values. Thus they being different are also interlinked.

According to Deloitte, many leaders know they need to do this—in fact nearly 9 out of 10 executives surveyed cited culture and engagement as important or very important in Deloitte's 2016 Human Capital Trends Report. Yet, only 12% of companies surveyed in 2016 believe they understand their culture, while, in 2015, less than half (46%) reported that they are prepared to tackle the engagement challenge.

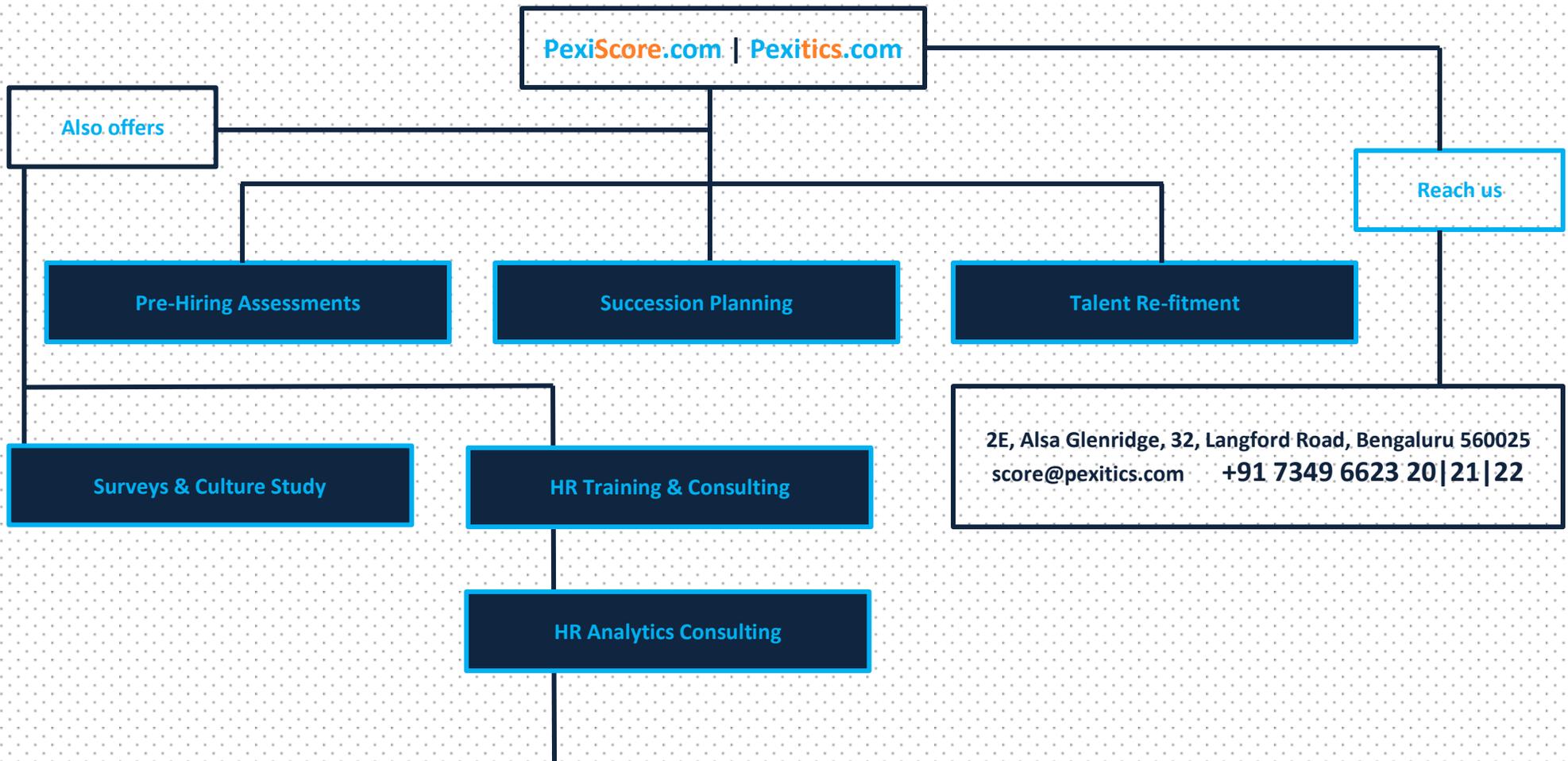
So, what should you measure to understand engagement and cultural fitment?

**Values.** Our surveys can help uncover them for you.

Determine which job role requires which trait the most. Not every job role requires all of it.

Measure to know who suits those traits best for the role, be it a junior resource, or a leader.

Uncover the best fit to grow, support and lead the team into growth. Uncover success.



The only Assessments in India that offers HR Analytics training and consulting.  
The only Assessment company to offer its services in Hindi and regional languages.

**We look forward to hearing from you. Smiling more.**