



PARADIGM
PERSONALITY LABS

**WORKPLACE BIG FIVE PROFILE™
COMPETENCY REPORT**

INTRODUCING THE **WORKPLACE BIG FIVE PROFILE™** **COMPETENCY REPORT**

See the results that matter. Empower your people. Watch them shine.

Talent Management professionals often come to us to increase engagement and retention while helping leaders and employees contribute to tangible business goals. In a world of constant change, top-performing organizations realize that development is a continual process to ensure their people are equipped to adapt and recalibrate. Yet, your time is valuable and finite.

How can you provide accessible, scalable, and significant development tools throughout your organization?

Our clients tell us that the answer is Paradigm's WorkPlace Big Five Profile™ Competency Report.

To understand the strength of this interactive report, imagine empowering your people to take ownership of their development process at every step of their careers. The WorkPlace Big Five Profile™ Competency Report is not just a narrative report, but a process that engages people and demonstrates your trust in them. Just as importantly, it inspires your workforce to proactively collaborate to build their future – and your organization's future. We gathered input from our clients in development roles, combined that with our years of experience and expertise, and created this report to empower change.

Forward-thinking organizations from all sectors rely on Paradigm's targeted and personalized competency approach to develop leaders and employees, and to onboard new talent.

With the WorkPlace Big Five Profile™ Competency Report, you help people develop their performance in the competencies that matter to them and their work and to continuously evolve their competence. While we all need guidance and feedback in the development process, we are also the best narrators of ourselves and what we need to be our best.

What is the WorkPlace Big Five Profile™ Competency Profile?

This report IS a developmental tool to help understand an individual's natural behavioral energy to perform specific competencies. Armed with this understanding, individuals and their development partners can create targeted development plans to leverage unique strengths and manage challenges.

This report IS NOT a performance metric. However, it can be combined with the Table Mountain 360 for feedback-informed development plans.

The WorkPlace Big Five Profile™ Competency Report's reflection exercises take participants through a process that helps them apply the information in the report to four key areas where our clients told us they needed the most support:

- Identifying highest impact competencies for professional success
- Increasing performance in those competencies
- Reducing energy drain that may come from performing certain competencies
- Increasing overall well-being and workplace engagement

People-Centered Outcome Focused Approach

We all know what it's like to feel in flow with a certain task; we're deeply involved, lose track of time, and feel engaged and fully focused. But there are also those tasks and roles where we tend to procrastinate or that we simply wish to avoid. It's time to acknowledge these experiences so that we can unleash potential and help people develop to their fullest.

The WorkPlace Big Five Profile™ Competency Report allows you to align people with their greatest contribution to your organization so they feel fulfilled at work and able to collaboratively focus development where it matters most.

The report uses trait data from the WorkPlace Big Five Profile™ assessment to measure one's natural energy to perform competencies. Paradigm has redesigned its standard competency set to best represent the success attributes necessary in today and tomorrow's world. The report's information and interactive format gives your organization a precise tool to help everyone bring their best.



LOWER THE BARRIERS TO DEVELOPMENT OPPORTUNITIES AND LEAD THE CHARGE FOR REAL-TIME TRANSFORMATION IN YOUR ORGANIZATION.

Schedule a meeting with our client engagement specialists for a consultation focused on your business needs and desired outcomes:

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Table Mountain[®]
Consulting Group

The logo for Table Mountain Consulting Group features the words 'Table Mountain' in a large, blue, sans-serif font, with a registered trademark symbol. Below it, 'Consulting Group' is written in a smaller, blue, sans-serif font. The background of the page features a light gray geometric pattern of interconnected lines and dots in shades of blue, green, and gray.