



validity
group.

EPOP™

A game-changing assessment designed for the business of today.

EPOP™ brings a **new** way of selecting the right people for every role in every organisation, with just **one** assessment.

An exciting, accurate, and truly unique solution, EPOP™ assesses key personality traits that are benchmarked against a wide range of roles. This means your entire organisation can now avoid potential selection errors, thereby removing both risks and costs.

With its simple **traffic light** system, EPOP™ is easy to read and apply by every hiring manager at every level.

And importantly, you can also **customise** the EPOP™ to meet the specific needs of your organisation.

Key features:

- Select your personnel with **one assessment** that measures them against **multiple roles**.
- **Customise** the roles to suit your organisation.
- **Easy** to set up & use straight away.
- **No certifications** required – means everyone can use and apply the reports.
- Select the **add-ons** you want to include:
 - Integrity
 - Emotional Intelligence
 - Coaching Guides,
 - Interview Questions
 - And much more
- Perfect for **every-sized** organisation & every industry sector, everywhere.
- Available in **multiple languages**.
- **Affordable** – just one cost for multiple reports for each candidate.



EPOP™ takes the guesswork out and keeps your costs down.

EPOP™ is the *ideal solution* for today's world.

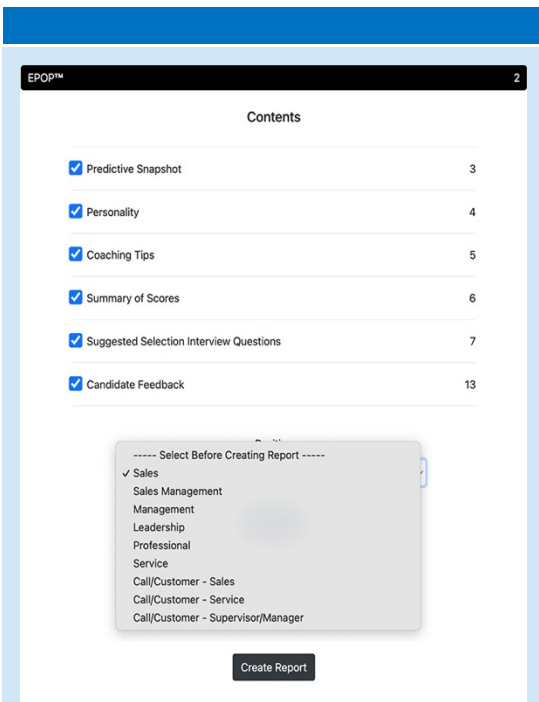
Selection mistakes are now a thing of the past with EPOP™:

- **Managers** are provided with the vital information they need for their hiring decisions:
 - Specific interview questions for each candidate, based upon their responses to the assessment.
 - Coaching suggestions and tips for maximising on-the-job performance.
 - The predictive likelihood of each individual to succeed in each role.
- **Organisations** are provided with the tools that enable them to reduce cost and risk:
 - Scientifically validated and with millions of data points, these assessments are relied upon by leading organisations.

- Objectively evaluate all candidates and current employees to determine their natural suitability to a broad range of organisational roles.
- Opens up the potential for your organisation as it can now consider a range of options relevant to each candidate.
- Career options for your employees reduces flight risk, which positively impacts upon staff retention rates and replacement costs.

Importantly, EPOP™ also reveals **who** and **where** to invest your development dollars.

Delivering the predictive power of our single-role assessments, the key advantage of EPOP™ is that it is far more useful and applicable to the high pressure of today's world.



EPOP™ in a nutshell:

Multiple Roles.

- Sales (Hunter & Farmer)
- Sales Management
- Management
- Professional
- Leadership
- Service
- Contact/Call Centre – Sales
- Contact/Call Centre – Service
- Contact/Call Centre – Supervisor/Manager

Multiple industry sectors.

- General business
- Public sector
- Hi tech
- Finance, insurance, & banking
- Service & retail industry
- Contact/Call Centres
- And many more

The EPOP™:

- Is a fully validated, EEOC compliant, psychometric selection assessment.
- Assesses key personality traits that are benchmarked against a wide range of roles.
- Uses a series of standardised, objective, and validated questions.
- Provides an overall recommendation, as well as competency-specific feedback that can be used for training and development purposes.
- Can be easily and cost-effectively customised to measure a range of areas that are important to different organisations, such as: **Integrity, Trust, Emotional Intelligence**, and much more.

The EPOP™ report:

- Allows you to predict the individual's suitability to your roles and your organisational culture.
- Identifies high potential across a number of diverse roles, all within the one report.
- Allows your recruiters to focus their time on quality candidates.
- Provides your managers with insight into how to lead and develop these individuals.
- Provides visibility into the candidate's potential suitability to management and other career options.
- Know how they will cope with stress, working remotely, allocating their time, dealing with difficult situations/people, and so much more.

EPOP™ is your selection hero.



Driving business results.

Our high-impact solutions ensure that you are on the cutting edge and that your investments are aligned to the expectations of a mobile digital world.

Since 2006, we have constantly helped clients drive their business results by developing their people. Let's start growing your organisation's success today.

We enable people and businesses to grow and excel

Proudly supporting businesses everywhere.

View our powerful solution portfolio online or contact us for more information.

Head Office

Level 27

101 Collins Street

Melbourne VIC 3000 Australia

+61 3 9653 9551 | info@validity.group | www.validity.group

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