



FACTSHEET

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MATCH+

Suitable for recruitment/selection and development, MATCH+ provides an analysis of the individual that highlights key aspects of their identity within the workplace.

MATCH+ is designed to provide recruiters, HR professionals and line management with information that will allow more pertinent, in-depth discussions with potential or existing employees on aspects of their identity that have a bearing on how they go about their work. MATCH+ gets at aspects of the individuals fundamental psyche that no other tool can.

MATCH+ uses an on-line process to gather data on multiple aspects of a person's identity. Identity is a wider concept than personality and allows us to report on the individual in a more dynamic manner.

Our assessment process seeks feedback from the individual about themselves over time, in different contexts, and on a range of external role models and significant people with whom they work. In each of these contexts, the individual tells us where they place themselves and others, on a bipolar scale of characteristics. As a result, we are able to build up a very rich picture of the individual's values and behaviours.

So, how does it work?

MATCH+ has the functionality to compare an individual with an ideal profile. This can be useful not only in recruitment and internal selection but also in general development where an individual is being supported to develop specific characteristics required for a particular role.

Setting the ideal profile

Where this comparison is required, we will provide you with the tools to set an ideal profile for the role. For an existing role, this can be done by profiling your top performers and identifying their shared characteristics. For positions that are new in your organisation, we work with you to define the ideal profile.

Completing the assessment

The assessment process is usually completed online, although we can provide a paper based assessment if needed. For the on-line process, the individual is directed to a specific web address where they logon and are taken through the assessment. Signed up corporate clients or consulting partners are given their own branded web presence from which they can issue assessments and on which candidates or appraisees complete their assessment. Ad-hoc clients can make use of our managed service where we issue assessments from our own website:

www.identityexploration.com

What information will I get from this assessment process?

The report produced provides feedback under a number of sections, including:

Employee-Candidate Match

The employer and individual's ideal characteristics and how they feel they are currently performing in

relation to these ideals - the gaps between ideal and current performance is an excellent starting point for a structured discussion.

Values and Characteristics

An ordered ranking of values and characteristics, showing which are core to the individual, which are more likely to be used flexibly or subject to change and which might be areas of potential stress.

Self-development Over Time

A graphical representation of how the individual feels they have changed and will change over time. This will indicate whether they are looking to the past or the future or living very much in the current and whether they have positive or negative views about themselves across a specific time frame.

Identity Variants

A further graphical presentation on the manner in which the individual changes in different situations or contexts. This includes different timeframes, inside and outside work and when under pressure.

MATCH+ incorporates much of the [Identity Structure Analysis \(ISA\)](#) conceptual framework. The approach is built on many years of research and is set to revolutionise the world of assessments, which in turn will improve the way in which companies manage recruitment, selection, development, planning and appraisals.

“The way we distinguish ourselves is by showing our individuality”

Camahort

Whether your requirements are for selection or development, ISA allows you to learn much more about the underlying psychological processes and characteristics of an individual. ISA will investigate how the individual relates to other people, specific roles and stereotypes and how positively/negatively they perceive different situations. This includes their opinion of past, current, future and ideal scenarios. ISA can identify the person's level of ambition, their level of contentment and fit with their current job and working environment, along with their perceptions of how others view them in the workplace.

These are just a few of the ISA features and benefits - we've actually devoted a whole website to it. To find out more, visit www.identityexploration.com

Alternatively give us a call on

+44 (0) 28 9062 6558

we'll be happy to talk you through the products on offer and the services available.

All of our products can be tailor-made to suit specific organisational requirements so if you let us know what you want, we'll make sure we deliver what you need!