



## What can S.C.O.R.E. Consulting do for you?

Every day, business owners, executives, managers, and professionals are faced with employee-related challenges. These challenges can cost your company time, money, resources, lost opportunities, and reduced productivity.

*What if you had the tools to meet employee challenges before they even started?*

S.C.O.R.E. Consulting, a division of the Painchaud Performance Group, specializes in employee assessments – tools used to analyze the thinking and behavioural styles of individuals.

We can provide you with useful information that will help you understand your employees' underlying motivations, and how these motivations influence the way they do their jobs.

This understanding can lead to a better allocation of human capital in the workplace, maximizing the effectiveness of every employee and paving the way to tangible results, including increased productivity, reduced stress, tension, and conflict, and a positive impact on your bottom line.

S.C.O.R.E. has the tools to help you identify top talent across your organization. Our employee assessment tools include:

### **Profile XT™: job-match and performance assessment**

*What is the profile of your workforce? You can find out through S.C.O.R.E., using Profile XT job-match and performance assessments.*

Profile XT is a total-person assessment tool designed to measure the job-related qualities that make a person productive: thinking and reasoning, behavioural traits, and occupational interests. From the assessment, Managers receive a coaching report to help them understand the behaviours that directly impact an employee's performance. Convenient and easy to use, Profile XT is administered over the Internet with no supervision or technical expertise required.

We can help you use Profile XT for placement, promotion, self-improvement, coaching, succession planning, and job-description development.

### **Checkpoint 360°: an effective 360-degree feedback system**

*Effective leadership requires ongoing reflection and an understanding of leadership strengths and areas of development.*

S.C.O.R.E. can lead you through Checkpoint 360°, a feedback process that allows managers to receive an evaluation of their job performance from the people who work around them – their supervisor, peers, and staff. From the feedback, managers can compare these opinions with their own perceptions, identify their strengths, and pinpoint the job-performance areas that they can improve.

## About Michelle C. Painchaud

Michelle Painchaud is the president and owner of the Painchaud Performance Group and S.C.O.R.E. Consulting.

With over 20 years of practical, innovative and field-tested experience in employee engagement and performance management, Michelle's expertise spans management, leadership, and high-performance talent development; she energizes organizations to create positive and productive cultures that inspire and drive performance.

Michelle recently completed a national certification program through the International Society of Performance Improvement, which makes her one of the few Certified Performance Technologists in Canada.

## **The Profile Team Analysis™: an effective leadership assessment tool**

*Are your staff members truly team players?*

The Profile Team Analysis can answer that question.

The Profile Team Analysis can supply you with a blueprint for team building and the necessary insight into team strengths and weaknesses. Each staff member is given an assessment over the Internet, which in most cases is completed within 15 minutes. Results are compiled by computer and printed in minutes.

Armed with this data, you can act quickly to capitalize on your assets and compensate for deficiencies. A workforce team is a powerful tool, and the Profile Team Analysis allows you to harness that knowledge to succeed.

## **Workforce Analysis Profile: a survey designed to measure your employees' engagement levels**

*Engaged employees are excited and enthusiastic about their jobs. Are yours?*

The Workforce Analysis Profile is a survey designed to measure your employees' engagement levels within the context of the entire workplace; it measures job satisfaction, and provides insight into your employees' opinions about human-resource issues, the role work plays in their lives, and what motivates them.

The results will provide you with a vital perspective on the reality of your organization's corporate culture, including areas of concern. Finding out about, and acting on, this knowledge can lead to higher retention rates, superior customer service, and enhanced results.

## About PPG

The Painchaud Performance Group is an international consulting firm based in Winnipeg. PPG specializes in employee engagement and performance management, including employee assessments through its S.C.O.R.E. Consulting division. With clients around the world, PPG is becoming Canada's leader in performance management and employee engagement, growth, and retention.

At PPG, we believe that understanding employee behavior is the key to identifying and developing successful staff. Our definition of success: "When an individual's personality, interests, behavior, and work styles are consistent with the organization's needs and goals – today and in the future."

**Harness talent to drive performance at your company today.**