



Assessment

” At pdp, the assessment is a strategic tool used to optimize recruitment as well as talent and management development. By providing an objective, in-depth and predictive analysis, it helps identify individuals' strengths, areas for improvement and performance drivers.

Our approach is based on a systematic and thoughtful evaluation of candidates, covering not only their skills, abilities, potential, motivations, values, emotional intelligence but also development paths and training needs. We uncover each candidate's human potential to ensure sustainable performance and optimal alignment between the individual and the company. ”

Advantages for your company

- Secure your recruitment by identifying the profiles best suited to the job requirements and company culture
- Anticipate skill needs and retain your employees by maximizing their engagement through clear and tailored career development opportunities
- Detect high potentials, identify key abilities, and build personalized development plans to support employee growth
- Promote smooth and lasting integration by ensuring alignment between the company's vision and the candidate's core motivations
- Identify managerial and leadership skill needs in advance

A rigorous methodology

Our assessments, whether aimed at selection or development, include:

- **Psychometric analyses** to objectively evaluate personality traits, cognitive abilities, and emotional intelligence (EQ)
- **Simulations and case studies** to assess, among other things, decision-making, stress management, and behavioural skills in real-life contexts
- **In-depth interviews** with certified experts to refine the analysis and provide precise, constructive feedback

Examples of services

- Selection and/or development assessment
- 360° perception/psychometric behavioural and emotional intelligence (EQ) analysis
- On-the-job observation assessment (shadowing)
- Skills assessment
- Assessment and coaching combination