

# ExecuSmart

## Professional Capability Indicator™

Make the right selection and development decisions – reveal potential and maximize performance through an efficient and targeted assessment.



**ExecuSmart**  
Better Data, Decisions, People

# Professional Capability Indicator™

## Select, Onboard and Develop Front-Line Employees for Success

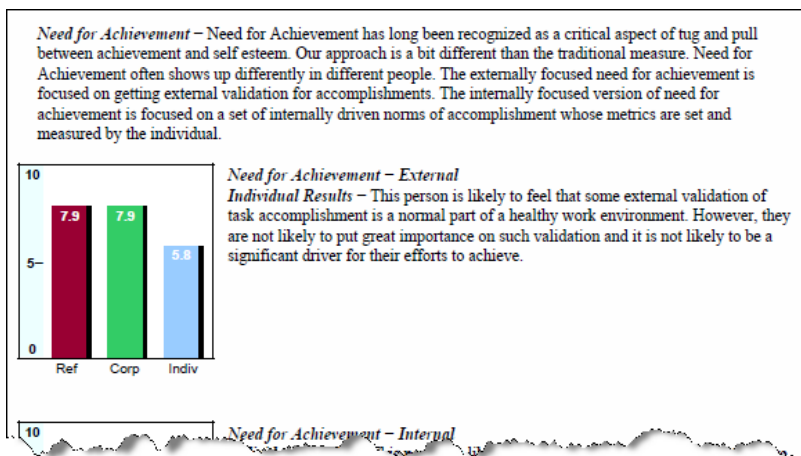
The ExecuSmart Professional Capability Indicator™ (PCI) represents a true advancement in the area of assessment for selection and development of professional and hourly employees. With the PCI assessment, you gain deep and highly accurate insights into a person's cognitive predispositions that are critical for success in the targeted role: given the team, company culture and corporate strategy.

The PCI draws from a database of over 40 industries enabling you to benchmark your talent against similar organizations. As a result, you can identify the competitive strength and gaps of your talent, and measure the organization "fit" of a person and their potential to grow into larger roles over time. You also gain valuable insights that help to target development and ensure the highest impact of development investment.

Numerous studies have shown that the typical techniques for selection are highly unreliable – with performance in basic interviews accounting for less than 4% of job performance. Selecting and promoting the right talent at the right time is too important to leave to chance. You need real data to make the right selection, succession, and development decisions.

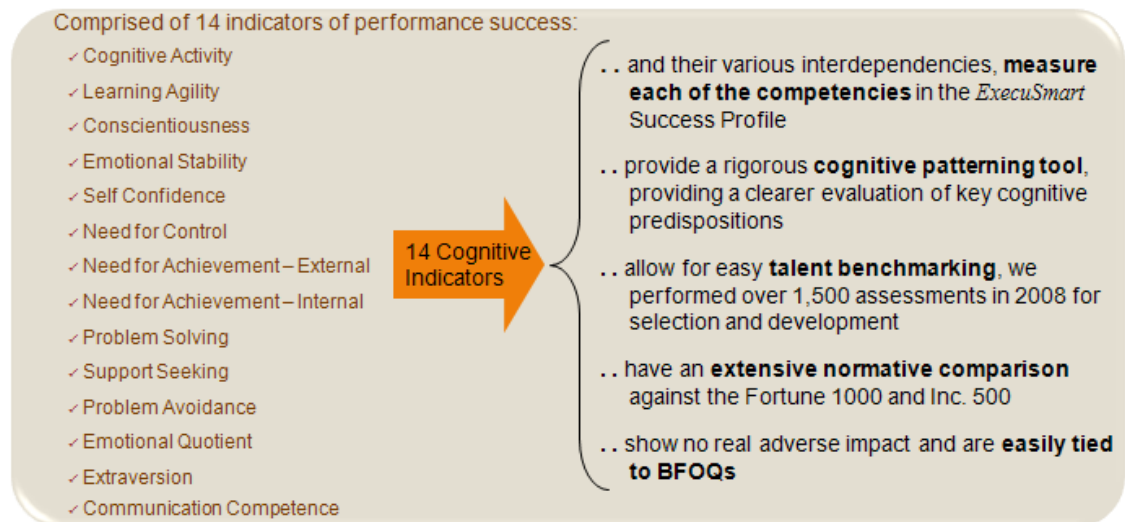
## Rapid Insight for Effective Decision Making

The PCI is a highly efficient tool - it takes about 25 minutes to complete and provides you with objective answers regarding how best to choose and manage your talent. By using the PCI you know a candidate's fit and potential before the day they start, and see a current team member's strengths and development needs at a deep level. The PCI effectively brings greater rigor and insights to the talent equation. You simply won't find a more accurate and time efficient talent solution.



The PCI Summary Report is organized around the three areas of professional effectiveness – Capacity, Character and Communication – and is used as an accurate predictor in the selection of professional, technical, and front-line service-oriented roles.

The PCI is scientifically validated to provide measures on 14 cognitive indicators proven to be most predictive of success in front-line roles that do not require formal leadership. This provides you the most accurate insights and predictive fit to measure optimal performance in current roles, as well as potential to meet future needs.



**All ExecuSmart tools are designed by renowned researchers with deep expertise in building best-in-class assessments that have a unique connection to business results. ExecuSmart tools provide you with a true competitive advantage - you will make better talent decisions with better talent data.**

### Ease of Use

Flexible to our client's business needs, the PCI can be hosted externally and accessed with a password, or set up internally within the organization – you choose. With online access, the PCI is easy for employees and candidates to complete. Efficient administration ensures that you get fast, concise and actionable results that can be readily scaled across the organization.

### About Executive Assessment Institute

Executive Assessment Institute (EAI) is a talent management firm founded in 1996. A leader in the field of human capital analytics, EAI is focused on delivering intelligent tools and services to enhance financial performance through data-driven talent management. EAI's ExecuSmart Talent Management System provides our clients proprietary analytics and industry-proven assessments to achieve the greatest return from their human capital. Visit [www.executiveteam.com](http://www.executiveteam.com) to learn more.