

**GR8PI**

THE **NEXT**  
GENERATION  
PEOPLE INTELLIGENCE **PLATFORM**



**GREAT  
PEOPLE  
INSIDE**



*“You don’t build a business, you build people  
and then people build the business.  
You cannot have a successful business without a lot of  
successful people helping to grow it”*

Zig Ziglar

# NEXT GENERATION PEOPLE INTELLIGENCE PLATFORM

BASED ON ROCK-SOLID, INDEPENDENT RESEARCH



The traditional “one size fits all” solutions used to attract, assess, select, develop and retain people are poorly, if at all, meeting the needs and requirements of modern organisations. That’s why Great People Inside has invested hundreds of years of collective, international know-how in creating GR8PI, the Cloud-based “Next Generation People Intelligence Platform”. GR8PI empowers you to embrace the complete life cycle of employees and executives; from talent acquisition and on-boarding, talent growth and development to employee assessment and performance management.

Great People Inside appreciates that every organisation is unique; that organisations spend millions on defining, developing and implementing those very specific leadership competencies, that very specific culture, that state-of-the-art customer service, those distinguished values and dynamics etc. uniquely creating their business advantage and success. In other words, we understand that your organisation’s uniqueness and greatness cannot, and should not, rely on a “one size fits all” approach. Therefore we invite you to learn more about the future - the next generation - approach to organisational greatness in this brochure.

**Welcome to outstanding organisational and individual growth - welcome to Great People Inside!**

# THE GREAT PEOPLE INSIDE DIFFERENCE



**GR8PI provides easy-to-use tools and processes to attract, assess, match, select, onboard, manage, develop, benchmark and maintain workforces anywhere in the world.**

The Cloud-based technology and user experience are state-of-the-art, and the GR8PI tools are scientifically developed based on recognised, independent research. You would probably expect that from any modern provider of HR related tools and systems, and even though GR8PI probably outperforms most, it's really not what makes it excel. The real uniqueness lies within its capability to adapt to your organisational needs:

1

GR8PI offers a large number of standard assessment and survey templates covering most organisations' daily needs in areas such as hiring, engagement, development, values, sales, productivity gaps, leadership development etc. If our standard templates do not meet your special needs, you can compose your own templates from hundreds of available, and reliable dimensions. We call it "standard customisation", and it's more than likely that you can compose exactly the tools you need.

2

If what you need are tools measuring and reporting your organisation's exact and unique success-critical identifiers and differentiators, Great People Inside will build them for you! We call it "full customisation", and such game-changing tools are tailored and validated for your organisation only.

# **GR8PI THE NEXT GENERATION PEOPLE INTELLIGENCE PLATFORM**



# THE KEY TO UNLOCK POTENTIAL, DRIVE PERFORMANCE & INCREASE PRODUCTIVITY



## HIRE THE RIGHT PEOPLE

Hiring is equal parts science and art. We supply you with the data you need to make the right decisions when it comes to selecting and recruiting. Through extensive, reliable assessments, GR8PI can determine if a job applicant is a match for your organisation or not.



## DRIVE PERFORMANCE

Optimum performance is one of the pillars of the modern workplace. GR8PI enables you to identify and develop high performers, and to motivate others to reach their full potential. It's a win-win situation for both employee and employer.



## BOOST SALES

Having the right people on board makes a world of difference when it comes to your bottom line. Studies show that making the right hiring decisions is up to 10 times more likely to positively impact sales results. Find and retain the people that will take your company to the next level.



## IMPROVE TEAM DYNAMICS

A core element of successful organisations is their human capital. What better way to ensure a productive workforce than by fostering a healthy, relaxed environment where people will feel at home? GR8PI offers a clear look at your team's dynamics and provides you with resources for continuous development.



## ENGAGE & RETAIN

Keeping people engaged in an organisation is easier said than done. But identifying what makes them "tick" is always the first step. GR8PI will help you understand your employees better, increase retention, reduce absenteeism and boost productivity.



## INCREASE WELLBEING

People spend more time at work than they do in any other setting. Experts have noted a strong increase in productivity whenever steps are taken to improve workplace conditions and reduce unnecessary stress. The GR8PI platform provides you with the info you need to ensure the happiness and wellbeing of your employees.

WE DON'T BELIEVE IN CLIENTS ADAPTING  
TO SYSTEMS,  
BUT IN **SYSTEMS ADAPTING TO CLIENTS**



# CUSTOMISE GR8PI TO FIT YOUR BRANDING, ASSESSMENT AND REPORTING NEEDS.

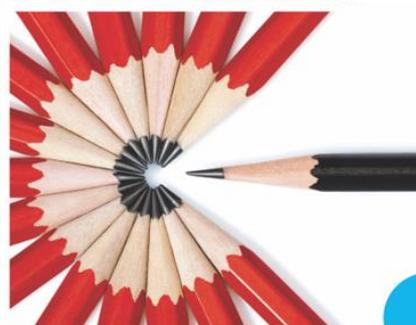
## 2 TYPES OF CUSTOMISATION



1

### OFF THE SHELF STANDARD CUSTOMISATION

Our standard customisation enables you to create your own assessments through a simple “choose and pick exercise”, guided by Great People Inside. The GR8PI platform is so extensive that you will be impressed by the number of dimensions to choose from and the standard customisation opportunities available.



2

### FOR YOU ONLY FULL CUSTOMISATION

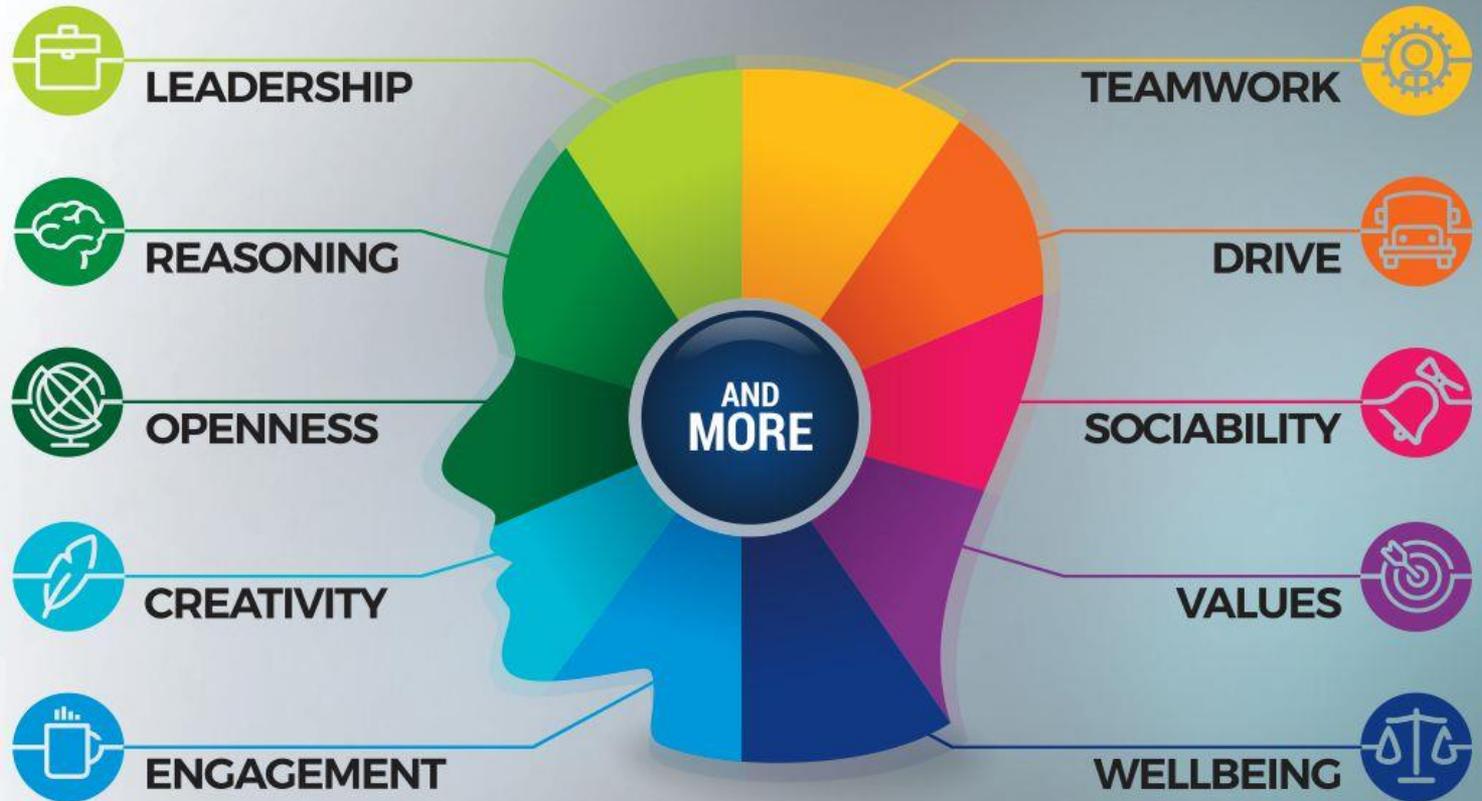
If you have more extensive needs for customisation – like creating unique assessments, reporting etc. specifically tailored only to your organisation – we offer full customisation. Full customisation is a process of typically a couple of months including developing assessments measuring exactly the values, competencies etc. specifically identifying your company, and critical to your organization’s success.

# CREATE & CUSTOMISE YOUR OWN ASSESSMENTS & SURVEYS



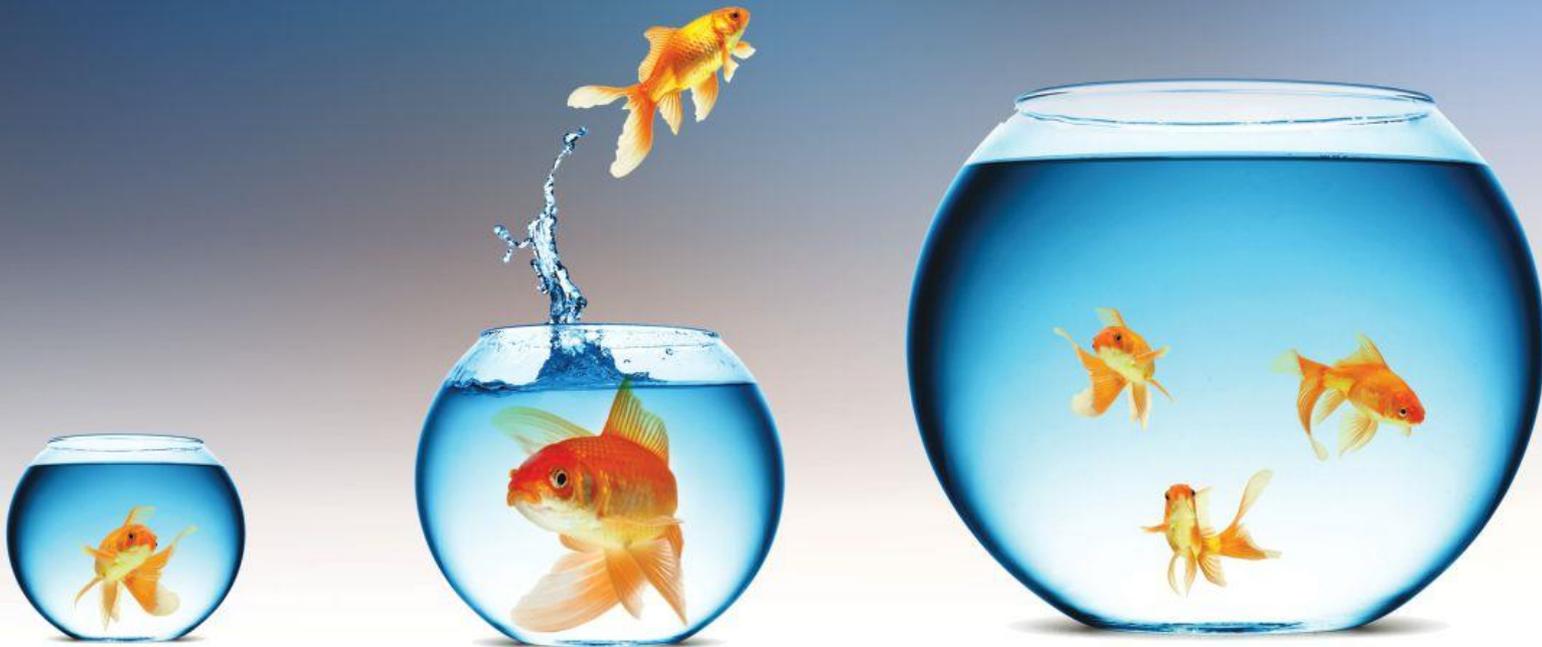
We empower organisations to reach their full potential by providing cutting-edge assessment and survey products, and the most advanced and innovative Next Generation People Intelligence Platform

# EXHAUSTIVE ANALYSIS OF CANDIDATES, EMPLOYEES, SALES PEOPLE, MANAGERS AND TEAMS

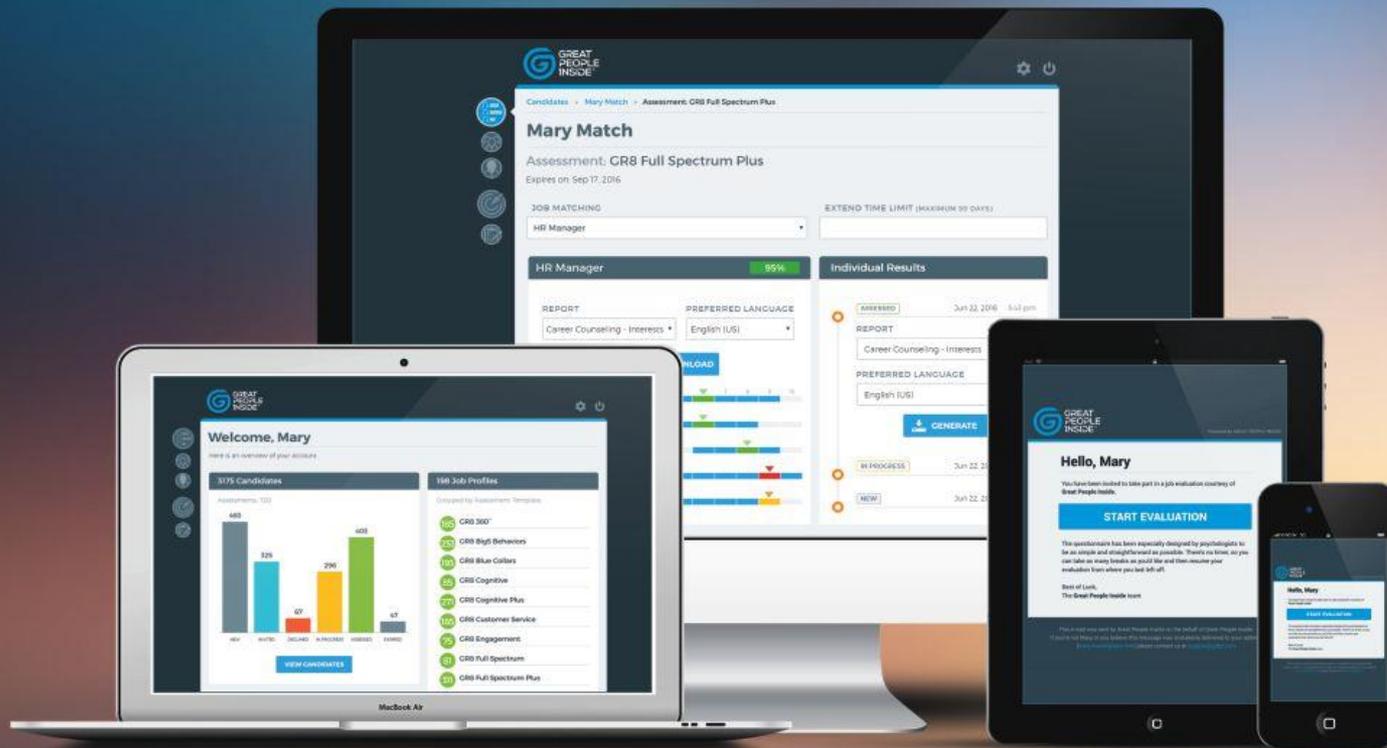


# ONE SIZE DOES NOT FIT ALL

CUSTOM TOOLS TAILORED FOR YOUR ORGANISATION THAT ENABLE YOU  
TO HIRE THE BEST PEOPLE & DEVELOP TALENT



# ANYWHERE. ANY TIME. ANY DEVICE.



# GR8PI - THE POWERFUL ASSESSMENT & DEVELOPMENT PLATFORM ANYONE CAN USE!



## SCALABLE

No matter the size of your organisation, GR8PI will follow your growth as it is truly scalable.



## EASY TO USE & INTUITIVE

GR8PI is state-of-the-art intuitive and user friendly.



## EUROPEAN DATA SECURITY

The platform is based on JAVA and hosted in Germany, which has some of the most rigid data protection laws and regulations in the world.



## CUSTOMISABLE

GR8PI is customisable - from candidate invitations to reports, and your own branding - including video and social media support.

# HOW IT WORKS

## THE PROCESS



**YOU ARE GOOD**  
**WE CAN MAKE YOU EVEN BETTER!**





## GR8 RECRUITMENT & ONBOARDING

Hiring means getting the right people with the right fit at the right time and putting them in the right place. But finding people who are a good fit for your team is easier said than done. Keep in mind that skills can always be acquired, but that character and attitude are much harder to alter, so you should always match your employees with jobs complementing their personalities, abilities and interests.



## GR8 LEADERSHIP & PERFORMANCE

Harnessing your employees' strengths, interests and talents is the best path towards continuously growing your organisation. By aligning your talent management with your organisational goals and strategies, you'll ensure the growth and ripening of your talent pool. The result is happier, more productive employees, motivated to reach their full potential.



## GR8 SALES & CUSTOMER CARE

It is estimated that it takes almost \$30,000 and more than 7 months of training to fully on-board and train a sales representative. This means it's essential that you select the right people who can help your company grow, and positively impact its bottom line. With the right tools, improving productivity, reducing the frequency of sales mistakes and boosting job satisfaction are clear ways of maximising results, and minimising resources spent.

# HELPING YOUR ORGANISATION SUCCEED



## GR8 TEAM DYNAMICS



Imagine the greatest people in your organisation trying to solve a problem. If they can't work together it's likely to impact the organisation's ability to reach its goals. The all-important area of team dynamics encompasses everything from the relationships between team members to their respective personalities. Good team interaction is essential in getting things done at all levels, and can make a world of difference in any work environment.

## GR8 ENGAGEMENT & RETENTION



A successful long-term strategy relies on increasing employee engagement and retention. Truly engaged employees feel satisfied in using their abilities and skills towards goals they share with their employer. What's more, they tend to be mindful and perceptive and are capable of empathising with their team and the organisation because they personally "own" the result of their work, and feel appreciated.

## GR8 WELLBEING@WORK



For far too long, the wellbeing@work concept has been underrated. Not only does it make employees feel happier and more motivated in their roles, but it also allows them to reach higher levels of performance. Simply put, a happy person is more likely to get creative and fully engaged on the job. Increasing wellbeing is mostly a matter of matching people's skill sets and personality more adequately with the tasks they perform on a daily basis.

# GR8 STANDARD SOLUTIONS





### For selection, induction, retention and development

As a starting point in analyzing human behavior, the GR8 Big5 Behaviors focuses on exploring the personality dimensions that are most conducive to high performance. From conscientiousness to resilience and tenacity, all the character traits available in this assessment have a significant input in predicting future performance. Along with GR8 Cognitive and GR8 Interests, the GR8 Big5 Behaviors offers the most advanced job performance prediction solution currently available.

#### Assessment Dimensions:

Behaviours:  
Extraversion | Agreeability | Conscientiousness | Stability | Openness to Experience



#### GR8 Big5 Behaviors is recommended for:

- Selection, recruitment, screening and interview
- Development and coaching
- Employee onboarding and induction
- Job Match
- Engagement & Retention
- Increasing wellbeing @work



Time: 15 min.



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### For selection, development and retention

As a result of 60 years of research and meta-analyses, a high correlation has been identified between professional interest and performance in the workplace. Which is why we've developed a set of high-validity statements that can gauge a candidate's interest in six main dimensions (realistic, investigative, artistic, social, conventional and enterprising). These will help identify the level and combination of performance predicting interests for each job.

#### Assessment Dimensions:

Interests:  
Enterprising | Investigative | Artistic | Social | Realistic | Conventional



#### GR8 Interests is recommended for:

- Identifying the performance potential
- Identifying occupational interests
- Selection and Job Match
- Retention and engagement
- Identifying development and coaching needs
- Driving performance
- Increasing Wellbeing @Work
- Organisational Health



Time: 15 min.



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### For the selection process and predicting job performance

A person's cognitive skills represent some of the most important performance predictors in the workplace. From working with numbers and words to reasoning, this assessment's dimensions all explore a candidate's potential capabilities according to their job requirements. The GR8 Cognitive is mostly aimed at entry level employees and/or those with secondary or lower education levels.



### Assessment Dimensions:

Cognitive:  
Working with numbers | Working with words | Reasoning



### GR8 Cognitive is recommended for:

- Candidate selection and job match
- Employee retention
- Predicting job performance and learning



Time: 15 min.



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### For the selection process and predicting job performance

The GR8 Cognitive Plus assessment examines the same skills as the GR8 Cognitive assessment, including the ability to reason and the adeptness at working with numbers and words. Whereas GR8 Cognitive mostly focuses on entry-level employees, the Cognitive Plus instrument contains exercises aimed at identifying people with a high managerial potential or those who possess effective leadership skills.



### Assessment Dimensions:

Cognitive:  
Working with numbers Plus | Working with words Plus | Reasoning Plus



### GR8 Cognitive Plus is recommended for:

- Candidate selection and job match
- Employee retention
- Predicting job performance and learning



Time: 15 min.



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## For selection and recruitment, Job Match, development and performance management

In our current service-dominated world, there are plenty of industries that depend on quality customer care in order to survive. To come to their aid, we have created a product that focuses on key performance predictors such as flexibility, responsibility and customer focus, along with an interest in working with people. Such attributes are essential when dealing with customers and can make a world of difference in the way any given company is perceived by the public.

### Assessment Dimensions:

#### Behaviours:

Customer Focus | Respect | Excellence | Results Oriented | Responsibility | Personal Growth | Flexibility | Team Work

#### Cognitive:

Working with Numbers Plus | Working with Words Plus | Reasoning Plus

#### Interests:

Enterprising | Investigative | Artistic | Social | Realistic | Conventional

The **GR8 Customer Service** assessment identifies the people who have the behavioural characteristics specific for providing a top-quality service in relation to internal or external, governmental or private clients.



### GR8 Customer Service is recommended for:

- Selection, recruitment and interview
- Job Match
- Employee development
- Coaching and personal development



**Time: 15 min.**



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## For development, team dynamics and promotion

Being able to properly assess management skills is extremely important when it comes to identifying the main drivers behind your company's performance. Our 360° assessment analyzes management behaviors to see how managers interact with their teams and how they adapt to new market conditions. Here you'll find over 50 managerial skills and competencies, along with suggestions for future improvement and development.

### Assessment Dimensions:

Communication: Active Listening | Information Analysis | Straightforward Communication  
Leadership: Integrity | Guidance | Task Delegation  
Flexibility: Situational Adaptability | Innovation  
Organizational Connectivity: Work Relationships | Teamwork  
Process Management: Resource Use Efficiency | Professionalism  
Performance: Initiative and Problem Solving | Goal Orientation  
Coaching: Talent Development | Team Motivation  
Self-Development: Commitment | Continuous Development  
Commercial Strategy: Creative Marketing | Client Orientation | Adapting to Client Needs | Risk Management  
Team Spirit: Interdisciplinary Approach | Cooperation | Open Communication | Conflict Management  
Openness to change: Creative Thinking | New Technology | Focus on the Essentials | Change Management  
Responsibility: Courage | Responsibility and Empowerment | Risk Prevention | Performance Management  
Engagement: Vision | Power of Example | Empathy | Succession Planning



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## The GR8 360° assessment is recommended for:

- Developing managerial competencies, skills and behaviours
- Prioritising managerial and leadership development needs
- Talent identification, management and development
- Strategic workforce and succession planning
- Leadership skills development
- Team development
- Conflict resolution



Time: 30 min.



### For engagement, organisational health and retention

The idea that people should enjoy a healthy work-life balance isn't new, but noted psychologists such as Marin Seligman, Paul Zack and John Medina have shown that people's wellbeing is also instrumental in predicting their performance at work. Based on the newest theories in the field of industrial and organisational psychology this assessment can be used to identify employees' overall wellbeing, thereby increasing job satisfaction levels and keeping workplace depression at bay.



#### Assessment Dimensions:

**Behaviours:**  
Positive Thinking | Stress and Resilience | Energy and Vitality | Curiosity and Self-awareness | Connection to Others



#### GR8 Wellbeing is recommended for:

- Generating job satisfaction
- Improving motivation and engagement
- Organisational health and happiness
- Boosting employee retention
- Creating and promoting a powerful employer brand
- Driving high-performance



**Time: 15 min.**



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### For the selection and recruitment process

Selecting and recruiting reliable people for jobs with low qualifications can be just as challenging as finding top-notch managers. With GR8 Blue Collars, we've identified the dimensions that best predict workplace performance for such positions, including items like integrity, conscientiousness and responsibility, along with an interest for conventional work. All in all, this is a simple, quick assessment with a reduced cost, one that's just perfect for large volume use.



### Assessment Dimensions:

#### Behaviours:

Conscientiousness | Stability | Tenacity | Fairness | Responsibility

#### Cognitive:

Working with Numbers

#### Interests:

Enterprising | Investigative | Artistic | Social | Realistic | Conventional



### GR8 Blue Collars is recommended for:

- Selection, recruitment, screening and interview
- Training and development
- Employee onboarding and induction
- Job Match



**Time: 25 min.**



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## For the selection, induction, talent management and career management programmes

The ultimate tool for measuring employee performance, GR8 Full Spectrum assesses everything from behavioural characteristics to cognitive ability and occupational interests. With this instrument, you'll be able to get a full overview of an employee's potential, along with his or her match on a per-organisation and per-position level. The assessment also offers suggestions for future development, as well as the opportunity to create your own content.

### Assessment Dimensions:

#### Behaviours:

Extraversion | Agreeability | Conscientiousness | Stability | Openness to Experience | Energy | Objectiveness | Resilience | Tenacity

#### Cognitive:

Working with Numbers | Working with Words | Reasoning

#### Interests:

Enterprising | Investigative | Artistic | Social | Realistic | Conventional

Great Full Spectrum supports organisations in identifying and developing talent and in using career management programmes.



### GR8 Full Spectrum is recommended for:

- Candidate selection and Job Match
- Employee retention
- Development of management competencies, skills and behaviours
- Strategic Workforce planning
- Induction and succession programmes
- Coaching and personal development



Time: 45 min.



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## For the selection, induction, talent management and career management programmes

Similar to the GR8 Full Spectrum assessment, the GR8 Full Spectrum Plus is an all-encompassing tool for identifying the current abilities of a candidate, as well as their potential match for any given job position. The difference between the two instruments lies in the fact that, whereas Full Spectrum only includes the exercises found in the Cognitive assessment, Full Spectrum Plus utilises the ones associated with the Cognitive Plus instrument.

### Assessment Dimensions:

#### Behaviours:

Extraversion | Agreeability | Conscientiousness | Stability | Openness to Experience | Energy | Objectiveness | Resilience | Tenacity

#### Cognitive:

Working with Numbers Plus | Working with Words Plus | Reasoning Plus

#### Interests:

Enterprising | Investigative | Artistic | Social | Realistic | Conventional

GR8 Full Spectrum Plus is intended for those who wish to assess managerial potential in terms of strategic analysis, complex thinking and innovation skills.



### GR8 Full Spectrum Plus is recommended for:

- Candidate selection and Job Match
- Employee retention
- Development of management competencies, skills and behaviours
- Strategic Workforce planning
- Induction and succession programmes
- Coaching and personal development



Time: 45 min.



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### For selection, development and talent management

As people entrusted with a high level of responsibility, it stands to reason that managers will greatly benefit from a thorough assessment of their personality and skills. Inspired by Jim Kouzes and Barry Posner's work the GR8 Managers tool focuses on identifying management potential from several different perspectives. These include the three main managerial qualities of fairness, foresight and inspiration, as well as the ability to work with generation diversity and in a VUCA (volatile, uncertain, complex, ambiguous) environment.



### Assessment Dimensions:

#### Behaviours:

VUCA Approach | Managing Generations | Engagement | Assertiveness | Initiative | Vision | Strategy | Leadership

#### Cognitive:

Working with Numbers Plus | Working with Words Plus | Reasoning Plus



### GR8 Managers assessment is recommended for:

- Identifying the performance potential
- Selection and Job Match
- Identifying leadership strengths and weaknesses
- Development of management competencies, skills and behaviours
- Employee retention
- Succession planning programs
- Coaching and personal development



**Time: 35 min.**



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## For development, talent management, retention, high performance and engagement

The relationship between engagement and professional performance has been explored at length by well-known experts such as Wilmar Schaufeli and Dale Carnegie. Their research clearly shows that the more people care about what they're doing, the better they will perform at their respective jobs. With GR8 Engagement you can identify and measure specific values such as emotional attachment, enthusiasm and dedication, all of which factor in a person's level of involvement at work.



### Assessment Dimensions:

#### Behaviours:

Emotional Attachment | Enthusiasm | Commitment | Pride | Credibility | Honesty | Consciousness | Desire to be recognised and rewarded | Perseverance | Loyalty | Respect



### Benefits of using GR8 Engagement assessment:

- High performance
- Improved engagement
- Achievement of business goals
- Employee retention
- Stronger employer brand
- Talent management and development
- Increased Wellbeing @Work



Time: 15 min.



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### For the recruitment and selection process and onboarding talents

An underrated aspect of matching candidates with potential jobs lies in identifying the ones that share the same principles as you. The assessment contains dimensions such as sincerity, patience and responsibility, which can be customised to match your company's own system of values. Then, you can use these attributes to find and select the candidates who best match your organisation's core values.



#### Assessment Dimensions:

##### Behaviours:

Cooperation | Courage | Tolerance | Generosity | Humble character | Fairness | Flexibility | Ambition | Discipline | Caution | Patience | Respect | Sincerity | Responsibility | Friendliness



#### GR8 Values assessment is recommended for:

- Identifying the performance potential
- Recruitment, selection and Job Match
- Engagement and retention
- Induction and onboarding
- Performance prediction
- Assessing cultural fit
- Improving team dynamics
- Creating and maintaining a healthy work-life balance strategy for employees



**Time: 15 min.**



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## For the selection process

The sales department is the driving force behind many businesses, but there are plenty of factors that go into being a good salesperson. The GR8 Sales assessment focuses on identifying the personality traits and skills that best predict high performance in this department. From understanding the needs of the client to having a pro-active attitude, all the dimensions explored here allow you to reap the results of an improved sales force.

### Assessment Dimensions:

**Behaviours:**  
Entrepreneurial Approach | Understanding Clients' Needs | Create Adaptive Solutions | Active Sales | Sales Process Management | Closing Sales | Building Client Relationships



### The GR8 Sales assessment is recommended for:

- Screening, interview and candidate selection
- Maintaining and increasing the number of clients
- Identifying sales potential
- Sales performance improvement
- Development of sales skills and techniques



**Time: 15 min.**



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### For team development, onboarding and conflict resolution

Good teamwork is essential in achieving results, but it can be challenging to get the most out of a group of vastly different individuals. With that in mind, this assessment offers you valuable insights into how team members perform when together, the way in which they interact with one another, and the conditions that best facilitate a high level of productivity. The assessment aims to identify the strengths and weaknesses of any given team and provide suggestions for overall improvement.



### Assessment Dimensions:

GR8 Teams assesses 14 aspects including cognitive skills and behaviours specific to the team, describing the way in which members perceive circumstances and react to situations differently from the leader.

Significant differences between the leader and the members of the team are precisely highlighted along with suggestions for approaching and improving them.



### GR8 Teams is recommended for:

- Team development and creation
- Identifying the match between employees
- Conflict resolution
- Employee onboarding



**Time: 15 min.**



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### For employee development, induction and talent management

The GR8 Productivity Gap is a great tool for showcasing the evolution of any given employee over time. By contrasting two assessments made before and after training, it allows you to analyse both your employees' development and their involvement in the process as well. With that in mind, this assessment can then be used as an instrument for streamlining employee development and talent management programmes.



### Assessment Dimensions:

#### Behaviours:

Extraversion | Agreeability | Conscientiousness | Stability | Openness to Experience | Energy | Objectiveness | Resilience | Tenacity

#### Cognitive:

Working with Numbers Plus | Working with Words Plus | Reasoning Plus

#### Interests:

Enterprising | Investigative | Artistic | Social | Realistic | Conventional



### GR8 Productivity Gap is recommended for:

- Employee retention
- Development of management competencies, skills and behaviours
- Strategic Workforce planning
- Induction and Succession planning
- Coaching and personal development
- Talent Management programmes



**Time: 15 min.**



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