



Exploratory Tools

Diagnostic and Psychometric Profiling Options from OMT Group

Diagnostic and Psychometric Profiling Tools are a useful resource when it comes to understanding, realising and developing the full potential of your Business and its People. OMT Group's approach to Organisational and Management Development is all about Best Fit for your Business, therefore OMT Group's Consultancy Team are accredited in a range of tools, offering you the option to select the one which best suits your needs.

When is exploration required?

Always. Before you, your People or your Business can ever begin to improve in any small way, an understanding of the starting point is vital.

That may be a better understanding of an individual; Personal Work Preferences, Style or Skill. It may be an understanding of a Team Dynamic and how different Behavioural Preferences can work for or against a Team's success. Or it may be a more widespread, strategic understanding of the environmental or cultural issues at play within your Business.

Regardless of the scale or scope of the Organisational or Management Development need, OMT Group will always incorporate an Exploration Phase into the Solution. It may be a simple, round-table review with the HR Team or it may be more comprehensive.

Exploratory Options Available

- Organisational Audit
- Environmental/Cultural Audit
- Climate/Employee Satisfaction Survey
- 4th Generation Evaluation
- Focus Groups
- Mystery Shopping
- 121 Interviews
- Psychometric Profiling
- Aptitude Testing
- Assessment Centres

OMT Group is an Organisational Development Firm that helps Businesses get better at leading, organising and managing their People to achieve better results.

If you would like to know more about our Clients, our Solutions and our People you can visit www.omtorgdev.com or call us in Ireland on +353 61 333 640 or in the UK on + 44 845 6041768



Discovery Insights is a Personality Profile based on Jungian Theory whereby Individuals are associated with a Colour Energy. Simple to understand and with a range of fun/high-energy scenarios to demonstrate and create understanding, Discovery Insights is ideal for Team Building and Management/Leadership Development Programmes.



Thomas International Personal Profile Analysis (PPA) gives an in-depth overview of an individual's work behavioural traits. It answers questions such as; what are their strengths and limitations? How do they communicate? What motivates them? It can be used for Recruitment and Selection, Coaching, Performance Management and Management/Leadership Development initiatives.



Myers Briggs Type Indicator (MBTI) provides individuals and Teams with probably the most powerful understanding of their own and others personality and style. By understanding the differences between personality types, groups and individuals are able to work together more effectively, improving communication and reducing conflict. It has many applications including Team and Individual development, Succession Planning and driving Organisational Change.



Emotional Capital Inventory is an Evaluation Tool which not only determines an individual's Emotional Intelligence but then provides a wealth of practical, easy-to-use strategies for building the related leadership skills step-by-step. It provides an opportunity to create a blueprint to build emotional wealth and leadership effectiveness as part of a Management/Leadership Development Programme. It is an ideal tool as a 'build on' profile where other Psychometric Tools have been used in the past.



Keirsey Temperament Sorter The Keirsey Temperament Sorter builds on Myers Briggs Indicator Type (MBTI) by providing four basic temperaments, the Guardian, Artisan, Rational and Idealist. It provides a self-correcting, on-the-spot Personality Profile which can provide, easily understood yet valuable insights for Team Building and Management Development Programmes. Ideal when time is a constraint.



Saville & Holdsworth. OMT Group are accredited to deliver a range of SHL Profiling Tools including Ability Tests (Numerical Reasoning, Verbal Reasoning, Inductive Reasoning etc.), Business Simulations and Personality/Motivational Assessments. These tools are valuable resources for Development and Assessment Centres when building Talent Management Strategies.



Tailored Solutions Of course sometimes there is no ready-made Diagnostic or Profiling Solution that is right for you. If that is the case, OMT Group have the expertise and systems to tailor a solution. Generally, these take the form of Climate Surveys, Evaluation Systems, Focus Groups, On-Line Questionnaires, 360° Feedback Questionnaires or Individual Interviews. OMT Group will work with you to understand the dimensions and nature of the issues you wish to explore and provide a range of options for consideration before selecting the best-fit for you and your People.