

Core Services

Employee Surveys

Our core product is the [Meaningful Work Inventory](#)[®], a comprehensive survey of the most critical workplace factors known to organizational science. This includes meaningful work factors, which are emerging as some of the strongest drivers of employee outcomes. Services include communications, data collection and analysis, and reporting.

Research & Analytics

Research and data analysis are available for a variety of needs. Data can derive from any source (e.g., surveys, performance, financials). Analyses range from descriptive (e.g., averages, percentages) to more complex and multivariate (e.g., predictive modeling, data mining). Statistics can help to clarify ambiguous situations, pinpoint causes, and evaluate change efforts. Market research is also available.

Competency Modeling

Competency models are designed and validated to drive many HRM initiatives, including selection, development, coaching, performance management, and succession planning.

360° Feedback Surveys

360° feedback surveys are developed against competency models using best survey practices. Services include survey design, employee communications, data collection and analysis, and reporting.

Structured Interviews

Competency-based behavioural event interviews (BEIs) are developed to assess people for selection and development. BEIs are based on a rigorous methodology, making them one of the most valid assessment tools available. Services include designing and conducting interviews, training interviewers, and reporting.

Assessment Centres

Assessment centres are an integrated approach to assessing people for selection or development. Multiple competencies, assessors, and tools are used to triangulate on the observation of participants. Simulations enable you to see job-relevant behaviours. This leads to higher hit rates in HR decisions. Services include design, administration, assessor training, assessment, and reporting.

Individual Assessment

Individuals can be assessed on personality, values, aptitude, interests, and other variables using controlled tools. Paul Fairlie is a qualified Level B assessor. Reports are written in competency-based language, highlighting strengths and opportunities for development.

Career Coaching

Individuals are assessed and coached to support their career management (e.g., advancement, transition). The approach is person-centered, holistic, and informed by several models (e.g., existential, humanistic, and mindfulness-based psychologies).