



## **The customer**

A high profile, successful, city trading company specialising in the provision of training new recruits to become successful traders.

## **The challenges**

To add value to the company's well established recruitment and training operation, by the use of subconscious personality profiling, adding a measurable element to the profiling methodology extant within the organisation.

To enhance its ability to identify those with the potential to become successful traders by the use of additional quantifiable methodologies.

To provide a robust and instantaneous platform for reporting on this methodology.

## **The solution**

A key element of the aptitudes required to be a successful trader is the degree of appetite for risk and whether that appetite is tempered by realism.

Deploying our unique software combination, DeXtraD iDP, we were able to complement existing techniques by providing a platform to scientifically measure a persons subconscious appetite for taking risks, together with a method to measure the realism with which the person applies to decision making.

A short series of on-line tests, designed specifically for this purpose by our development partners, the highly renowned Psychology Department in the University of Wales and a groundbreaking software solution bring this together in one, easy to use, system. These tests are complemented by a number of other subconscious profiling modules.

## **The benefits**

By establishing a quantifiable methodology that measures the individual's attitude and behavioural potentials, it is possible to adopt a 'whole person' approach to training and appointments.

DeXtraD iDP provides a solid, value for money, platform for the decision making process, based not only on immediate results, but also on the sub-conscious potential. Reducing the risk of making a poor appointment, whilst increasing the likelihood of making a successful one.

## **esp advance**

We are a company specialising in training and testing solutions and have been supplying these services together with project management and consultancy service for over 10 years.

Our profiling system, DeXtraD iDP, combines a unique combination of conscious and subconscious profiling methodologies on a platform that provides instantaneous results, removing inherent delays from the recruitment and evaluation processes and enabling a level of profiling not readily available to most organisations.

The system has individual modules designed to provide results in the following subconscious subjects:

- Attitude to risk
- Attitude to realism
- Attitude to error
- Attitude to work
- Diversity – attitudes to:
  - Racism
  - Sexism
  - Ageism
  - Disability
  - Sexual orientation

Any individual test, or combination of tests can be used, based solely on the information needed.

The system also incorporates traditional, conscious personality profiling methodology to ensure a complete result is generated.

The system is available in a variety of options, from purchasing a single test, to leasing options.

For further information, please contact Kate or Pete:

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