

PSI: PERSONAL STRENGTHS INVENTORY



PSI is a highly cost-effective multiple-application OD solution – and **the best kept secret in the assessment industry**

Employee Engagement Is In Crisis

Globally, employee engagement is alarmingly low, with only 15% of the workforce actively engaged. The U.S. stands at 33%, while Europe is at a low of 10%. This disengagement crisis calls for a transformative approach in the workplace.

Building Trust Is Crucial To Success

At the heart of a productive workplace is interpersonal trust. When employees trust their leaders and peers, collaboration, communication, and innovation thrive. This leads directly to higher satisfaction and better organizational performance.

True Transparency Is The Game Changer

Workplace transparency, especially in human interactions, is critical to building this trust. It fosters a culture where employees are more invested, creative, and open. Understanding and accepting diverse behaviors and motivations is key to building this transparent environment.

That's Where PSI Can Help

People don't trust what they don't understand. Using non-judgmental comparative scales, PSI eliminates the unknown, explains individual differences as strengths, and creates human transparency that develops understanding and trust.

Stop Focusing On Labels – Start Focusing On Results

Employees *want* to add value – so they prioritize their work based on what *they believe* is most important. When you have the tools to tightly align those priorities with wider organizational goals, you have a recipe for success. PSI doesn't categorize employees, it delivers an objective analysis of what's motivating individual and team behaviors – so you can get more from your people.



Feel like you've seen or done this before? You haven't!

Most personality tests fail by...

categorizing you into predetermined types or styles

leaving it up to you to figure out what to do next

requiring you to hire an expert consultant to explain everything

focusing solely on your individual qualities

viewing delivery of the test results as the end goal

Here's the PSI Difference

PSI quantifies 7 very specific, job-related behaviors that you can **choose** to change as appropriate

PSI tells you **how** to manage behavior to get the results you want and tells you **when** to make changes

PSI speaks a common, everyday language you already know, understand, and use – no need for an expert

PSI talks about you within the context of your team and management relationships

PSI creates an ongoing organizational agreement where everyone is accountable to everyone else

PSI offers more for individuals and teams



Choose from a range of reports and coaching tools that promise to refine your talent management strategies and foster a collaborative, high-performing work environment, and a culture of transparency, trust, and growth.

Unlock Actionable Personal Insights

The **INDIVIDUAL PSI PROFILE** empowers individuals to discern between intuitive and intentional behaviors. It provides a clear understanding of when and how to adapt behaviors in various situations. This tool helps in reducing defensiveness and judgment, fostering a more open and adaptable mindset.



"I've used a number of personality tests through the years to train and manage my staff, but PSI is the most reliable, easiest to use, and most economical test I've ever seen."

Russell Conda — Vice President, Acker Kvaener

Boost Performance In Minutes Per Day

The **PSI QUICK COACHING GUIDE** gives managers and team leaders a condensed one-page view that they can use to inform regular, highly focused coaching and feedback sessions — in as little as three to five minutes a day. With consistent use over time, this quickly delivers results.



"The (PSI) assessment is simple for clients to understand and has been invaluable to me and our team when working with executive teambuilding sessions and providing individual executive coaching."

Lonnie Bane — Principal Consultant, hrQ

Build Team Synergy Through Understanding

The **PSI FULL TEAM REPORT** is a key to unlocking human transparency in organizations. It offers an easy-to-understand breakdown of individual differences, encouraging their acceptance as strengths. This leads to enhanced trust, better communication, and stronger team collaboration.



"The Team Covenant gives us the tools to define performance requirements within a system of measurable individual accountability. The Personal Strengths Inventory (PSI) especially has been a major contributor to achieving a greater level of employee engagement."

Ruthie Lee-Esene — Human Resource Director, The BTS Team

Improve Manager-Employee Relationships

The **PSI TEAM OF TWO REPORT** is a straightforward tool that clarifies the dynamics between managers and employees. This concise, 3-page report effortlessly demystifies individual differences and similarities, resulting in a "Well that explains everything!" moment.



"It is with great appreciation that we endorse PSI and its valuable insights into building, maintaining, and developing teams of high achievers. Over the last 4 years, we have applied PSI and the team profile facility in a wide range of cultures, levels of education, and linguistic groups."

Don Power — Managing Director, Power+ Executive Evolution

PSI in practice

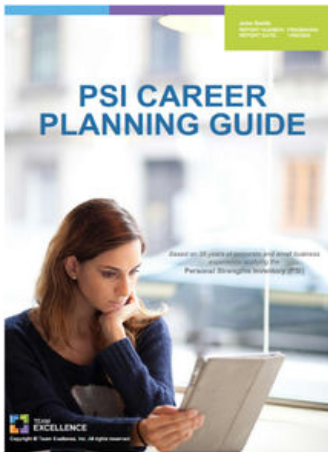
Ready to elevate your team's performance and unlock their full potential? PSI's innovative solutions, from our state-of-the-art SaaS platform to our diverse suite of insightful reports, are here to guide you.



Revolutionizing Team Dynamics — Award-Winning Strategy

The **TEAM COVENANT™ STRATEGY**, honored with two SHRM Awards, bridges the gap between individual and team behaviors, aligning them with organizational values and performance standards.

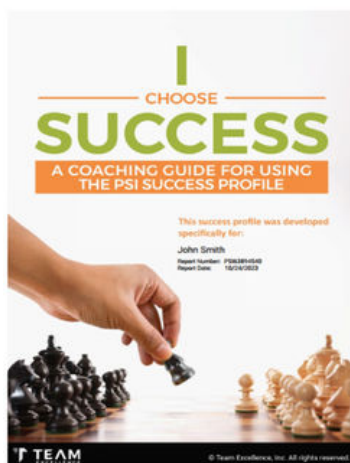
It establishes clear behavioral expectations and mutual accountability, essential for achieving lasting change and improved team performance.



Navigating Career Paths with Precision — Inspired by NASA

The **PSI CAREER PLANNING GUIDE**, developed alongside NASA's Space Center Houston, is a pivotal tool for students and young professionals.

It aligns personal motivations, interests, and behaviors with educational and career objectives, offering a clear roadmap for future success in their chosen fields.



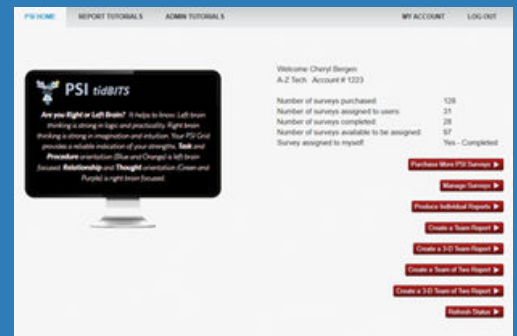
Effective Personalized Coaching — Accessible to Everyone

"**I CHOOSE SUCCESS**" is a cost-effective, scalable coaching solution that empowers organizations to offer self-paced, impactful coaching to every employee.

Leveraging PSI's behavioral assessment approach, ICS is designed for modern, values-driven business cultures — promoting widespread employee engagement and performance development.

Efficient SaaS Delivery

PSI offers a cutting-edge SaaS account management system, ensuring easy, 24/7 access to survey administration and results.



Designed for both organizations and independent consultants, it features an intuitive interface, unlimited assessment surveys, continuous report access, and extensive storage capacity.

Flexible purchasing options include both incremental survey purchases and affordable annual SaaS licenses, starting at just \$399 per month.

Diverse Reporting Tools

PSI's robust suite of reports is crafted to support a wide range of talent management applications, ensuring that your organization's needs are met with precision and depth.

Our reports are versatile tools ideal for a range of functions, including recruitment, training, coaching, and leadership development. They're crucial for both individual performance enhancement and team building.

Select from 10 individual and 4 team report formats, each offering unique, actionable insights. These formats are specifically designed to streamline recruitment, foster team cohesion, and cultivate leadership.

They provide essential data and insights for driving significant improvements across various talent management areas.

Start your own Cultural Database - with a 30-day Free Trial of our SaaS Solution.

To start your free trial, arrange a personalized consultation or learn more about PSI and its applications:

Visit www.inspyr.com.au | Email info@inspyr.com.au | Call [\(+61\) 1300 467 797](tel:+611300467797)

Let's work together to shape a **brighter future** for your organization by **understanding your people better**.