



# CAPABILITY PROFILING



Kirkpatrick Consulting uses **PROPHET**; a unique profiling tool, designed for businesses, to profile the personal motivations, strengths, decision making and preferred working styles of senior executives and managers. Used at individual, team and organisational level by...

**Business leaders** - to gain insights into the working styles and strengths in their teams, and to help to understand the complex relationships between partners, stakeholders and employees.

**The hiring manager** - to fast track onboarding a new appointee.

**The executive** - to understand how they work at their most effective, how they are likely to be motivated by and find fulfillment in their work, build better relationships with colleagues and stakeholders.

**Teams** – to understand team capabilities, gaps, to build and motivate the team.

## PROPHET

British Psychological Society endorsed, PROPHET is a business-focused tool that looks at aspects of personal approach and style, and links these to the stage in the business cycle. **create, design, operate, improve** PROPHET uses an ipsative approach, presenting 112 statements in groups of four which load onto eight base scales of *motivation* and *decision-making* style.

- **Motivation scale:** driving, influencing, team, order
- **Decision making scale:** inspired, experimental, systematic, analytical

It also provides interpretation for two sets of derived scales in terms of *inclinations and roles*.

- **Inclinations scale:** people/things, managing/leading, present/future, structured/flexible. Roles are derived from the inclinations and consist of 16 separate roles that have a distinct value during the different stages of the business life cycle.
- **Roles:** entrepreneur, evangelist, marketer, inventor, architect, advisor; team builder; planner; operations director; organiser; coordinator; operator; trouble shooter, motivator, change manager and fixer. Participants undertake an online questionnaire and receive a computer-generated report providing analysis and description of their capabilities mapped against the business lifecycle stage, scales and roles. Kirkpatrick Consulting provides interpretation and feedback, coaching in support of participants, as an accredited provider of PROPHET.

## Benefits

- ✓ Quick to complete – twenty minutes for questionnaire
- ✓ Provides *business focused insights* into capabilities, strengths and motivations
- ✓ Capabilities are assessed against the business lifecycle stage
- ✓ Enhances team effectiveness, highlights strengths and gaps in team capability
- ✓ Supports better relationship building

<https://vimeo.com/282872403>

<https://vimeo.com/307647029>

*Promotes employee engagement, job satisfaction, health and wellbeing, role and team effectiveness, successful onboarding, cultural alignment*