

Dextrad IDP

An intuitive web based system, designed with the world renowned Psychology Department at University of Wales (Bangor), which uniquely combines knowledge and psychometric assessments plus sophisticated psychological techniques that identify areas for individual and organisational performance improvements. IDP stands for Individual Development Programme.

What does it do?

The software tests individual and organisational Risk, Error, Integrity & Diversity, and identifies personality traits beyond the conscious using ground breaking techniques.

It assesses and records:

- Attitudes to Risk and Error
- How an individual views their work and core values
- Attitudes to race, gender & other equality issues
- What kind of people you really have working for you
- Analyse by individual, department and organisation

Business Benefits

Dextrad IDP will enable you to:

- Focus on individual & psychological motivations
- Analyse an employee's "risk appetite" or "play safe appetite"
- Analyse if staff are really in the right role
- Improve financial performance by reducing exposure to risk in business & financial sectors
- Improve corporate governance arrangements & controls
- Reduce the potential for internal fraud
- Improve risk assessment modelling & audit controls
- Increase compliance assurance & testing capability
- Enhance regulatory arrangements & verification



Total Control of Risks

In a financial environment a balance has to be struck between risk taking and organisational security. It is vital to have the best risk takers in the most suitable role but to avoid risk takers being involved in a role that requires attention to detail and strict compliance. For example – there is no scope for risk taking in audit compliance – however there is great scope for risk taking while broking or trading. To match employees to roles, an organisation needs to be able to identify both the risk requirement for the role and the level of control for each organisational process.

To this end Dextrad IDP analyses an employee's Risk propensity (risk appetite) and also the control requirement for the role that they are in. High risk takers should not be in roles that require high control. Equally, low risk takers, perhaps, should not be in high risk taking roles as they will not produce the optimum results an organisation is seeking.

Once employees have taken the IDP tests it will be possible to see the highest and lowest risk appetites by employee. An organisation could, perhaps, then create two new groups – high risk and low risk. These groups can then be left to work and their results analysed.

Typically, business forecasts are made by looking at previous results, the current staff and then adding a growth percentage. IDP allows an organisation to assess how staff personality might be hampering growth and how changing personality types might produce significantly improved results.

Diversity Testing

The Diversity module is used to analyse an individual's attitude to race, gender, age, sex, disability and the combined results form a detailed personality profile. The system uses both psychometric and psychological techniques to achieve its aims. The former are useful but only measure what is on the surface, and as a result, can be fooled by someone providing the reaction that they believe is expected of them. The latter measures sub conscious elements that the candidates may well be unaware of; consequently it would be very difficult to fool the assessment.

It is important to note that the system is intended to complement rather than replace existing methods. It allows the user to highlight the subtle, often subconscious, factors that can have an effect on performance but are not always easily identified. Where decisions have previously been made on the basis of subjective perceptions and assumptions, DeXtrad will add an element of science based hard evidence which can be used alongside the human element.

Furthermore, the system should not be seen as a threat by staff, it is intended to help them by ensuring that they are provided with the optimum combination of skills, attributes and resources to enable them to carry out their duties in the most effective manner. This leads to more productive staff and less worry that legal actions for racism, sexual equality or harassment may arise.

Recruitment Assistance

One of the most effective ways of ensuring, both the quality of service delivery and the retention of valued staff is to achieve the 'best fit' in terms of staff appointments. This is not always an easy matter as the process may be clouded by the personal perceptions of those responsible for appointing and the ability of job candidates to overstate their abilities on an application form or at interview.

Current recruitment policy is generally flawed as it favours those who can put together a good application or can perform well at interview. Such qualities do not always guarantee that the most suitable applicant is employed. DeXtrad IDP will remove much of the subjectivity from the process and create a 'level playing field' for those who are less adept at the 'application game'. By pre screening applications in order to assess strengths and weaknesses and to establish whether skills, abilities, core values and attitudes match those of the job specification - the employer will be able to draw up a more effective short list of candidates. Whilst such an approach will clearly not be relevant to every appointment, it can, however, be particularly useful in matching candidates to jobs where specific skills, abilities and values are required.

Better staff retention and lower staff turnover

More effective staff appointments should, in turn, lead to benefits accruing from improved job satisfaction and performance, which should result in better staff retention and lower rates of staff turnover. Quite apart from the service delivery benefits of having a more stable staff; improvements in this area can also lead to tangible cash savings as the cost of recruiting and training new staff can be considerable.

Putting IDP to work

Recruitment

All new job applicants can be asked to take the tests in order to pre-check the risk appetite and suitability for the role they are applying for.

Internal Promotion

The IDP lifecycle is for constant assessment and analysis so that staff can be moved within an organisation to ensure they are in a role that best matches their risk and control propensities.

Policy Directives

Identify and address attitudes to age, disability, gender, race, sexual orientation

Appraisals

Test competency against targets

Identify Work/Life goals

Attitudes to risk taking

Training

Accurately identify training needs before expenditure

Assess cost effectiveness of training provider

The IDP Modules



Risk

Whilst assessing a person’s risk appetite can tell us much about an individual; it is only one of the attributes that contribute to an effective decision making process. In order to gain a more comprehensive picture of a person’s overall effectiveness, other personality traits will need to be assessed as well. The risk module will allow this by assessing several characteristics.

Test Name	Purpose/Description of test	Benefits to your organisation
IDP Risk	To determine whether the person’s appetite for risk taking is appropriate to their role, different roles require different risk appetites. It is important to achieve the ‘best fit’.	Are the best risk takers in the right jobs? Are risk takers in jobs where safety is the priority – eg legal and auditory compliance. Would an even better mix of staff produce dramatically improved performance?
IDP Integrity	Attitudes to honesty, integrity including trust & cynicism.	A person may already have been determined as having an appropriate risk appetite to their role, but output from this test could suggest that they may be too trusting. Consequently, they could still make risk based decisions that are inappropriate. For instance, a more cynical person would have refused the opportunity to invest in Icelandic banks offering higher returns, on the basis that the returns on offer were too good to be true; a more trusting person would determine that investment was safe as it involved a large reputable financial institution
Zuckermann	Personality profiling; identifies personality traits i.e. sociability, temperament	Essential when recruiting
IDP Realism	Reality and delusion testing to see if perceived control over events is real or delusional	Individuals who are very successful within an organisation, and subsequently develop self delusional tendencies, could easily become a liability unless the signs are identified at an early stage. Because such individuals are often among the most talented and successful of employees, they are rarely challenged and can have an “I always know better” attitude.

Mostly – pre-questionnaire and 7 part tests





Diversity – Attitudes to

Test Name	Purpose/Description of test	Benefits to your organisation
Racism Gender Ageism	The objective of this group of tests is to provide an organisation with a comprehensive profile of staff attitudes towards various equalities and diversity topics.	These tests produce a detailed personality profile to show prejudices, attitudes and tolerances to all of the most common “ism’s”. You can - Avoid costly litigation by weeding out questionable attitudes at recruitment phase
Disability Discrimination Sexual Orientation Religious Tolerance Homophobia	Merely having equalities policies and procedures in place will neither guarantee compliance nor tell you what staff really feel with regards to these subjects.	Have more targeted training to specific needs Reduce workplace tension by developing positive attitudes Re-testing will help you to monitor changes and how your working environment is affecting attitudes

Mostly – pre-questionnaire and 7 part tests

Results must be viewed in context; there will not necessarily be a ‘right or wrong’ as there is always a degree of underlying prejudice or intolerance in any society. However the system will allow the user to highlight extreme views which may be totally unacceptable.

The system also highlights sub conscious views that individuals may not be aware of, thereby avoiding the possibility of staff giving the answer that they believe is expected of them rather than the one that represents their true feelings.

Ideally, a baseline assessment should be followed by periodic re assessments. This will enable the organisation to:

- evaluate the effectiveness of any training
- measure whether attitudes overall or in individual subject areas are improving or deteriorating



The IDP buying process

Once purchased Mission IT will prepare a new online organisation module for you. You can import or provide us with a list of all employee email addresses and these become the ID of each user on the system. We create these employees for you and generate unique passwords for each user.

Users are classified as either user or administrator. A user will never see the results of tests taken. An administrator has full access to tests, results and employees. An administrator can also be a user if there are relevant tests for them to take.

When the administrator logs in to the system they are presented with a full dashboard of all tasks to be carried out, messages left by staff, staff that need to be chased to take tests and other relevant graphs, stats, reports and analysis.

Administrators can choose which staff they would like to take each of the predefined IDP tests, the start on and finish by dates and leave any messages.

When a user logs into the system they are shown a list of tests that are either complete, in progress or not yet started. A user can complete any part completed tests or start new tests.

Administrators can add new users constantly for the purposes of recruitment testing.

Once the test period is complete the results are available in both summary and detailed formats. Summary results data can be analysed by Bangor University to produce nationwide scales to allow organisations to compare their staff both privately and against a national measure.

Training, support and assistance is available during office hours but not on recognised bank holidays.



About ESP Advance

ESP advance is a national company with offices in Birmingham and Wales, committed to developing and supporting excellence in both the public and private sector.

It has a strong team of executive and non executive directors and a steadily growing, diverse team of associates, chosen for their individual experience and abilities.

The personnel have a reputation for integrity and openness offering clients practical, workable solutions. Building up long-term, friendly working relationships with clients is important to esp advance enabling us to adapt to changing needs and keeping us up to date with current issues.

Our experience and specialist knowledge is often sought and utilised by other major consultancy firms who we are happy to form partnerships with if we believe we can offer real value.

About Mission IT

Mission IT have been supplying software and programming services since 1999. We sell many software products but also have a full development studio, so whether you have existing systems that need enhancement or are planning new programming projects we have the experience and fully qualified staff to create software that will make a significant and lasting difference to your company.

We create software that saves time and money and assists in running your business. From simple single user databases and bespoke software right through to web and e-commerce solutions that can process live to multiple sites across the world. In every case we discuss your needs, agree the design and deliver your solution with documentation, training and support.

By analysing your needs and then working hard on design, colours and graphics our software is simple to learn and even simpler to use. We offer multiple licencing options, support agreements and an ESCROW for all of our programs.

Mission IT can develop desktop and web enabled solutions using products such as .Net, ASP.Net, Visual Studio and SQL. We have developed CRM solutions, document management software and have programmed Outlook and Exchange for intelligent email handling within workgroups and departments.



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