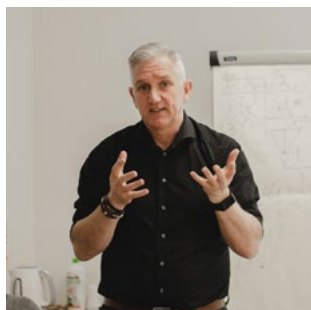
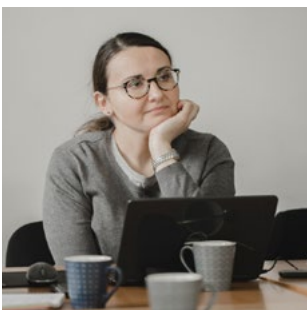
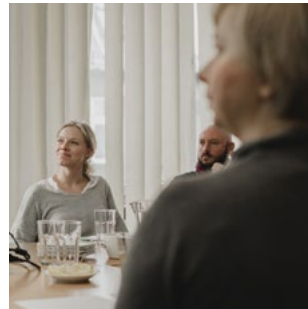
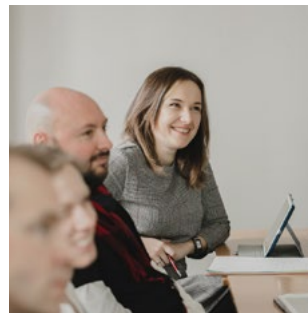




# thalento<sup>®</sup>

people  
match  
result



It's about people

Looking at your  
company through  
the prism of people,  
what challenges do  
you face?

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Discover the solutions of Talento®



## The beginnings of Talento®

We created Talento® out of the need to better understand how people function in organisations.

It all started with our search for a solution that would not merely test someone's personality but also deliver insight into that person's motivation and potential. We aimed to gain a complete understanding of how people perform within any professional environment — and next translate it into effective results for both the person and the organisation.

Unable to find suitable solutions on the market, in 2008, after two years of developments and in-the-field trials, we created our own. Because we first created them for ourselves, we didn't compromise and made sure we met the highest possible standards. Since 2011, our solutions have been known as Talento®, delivering to our clients the same quality we had looked for.

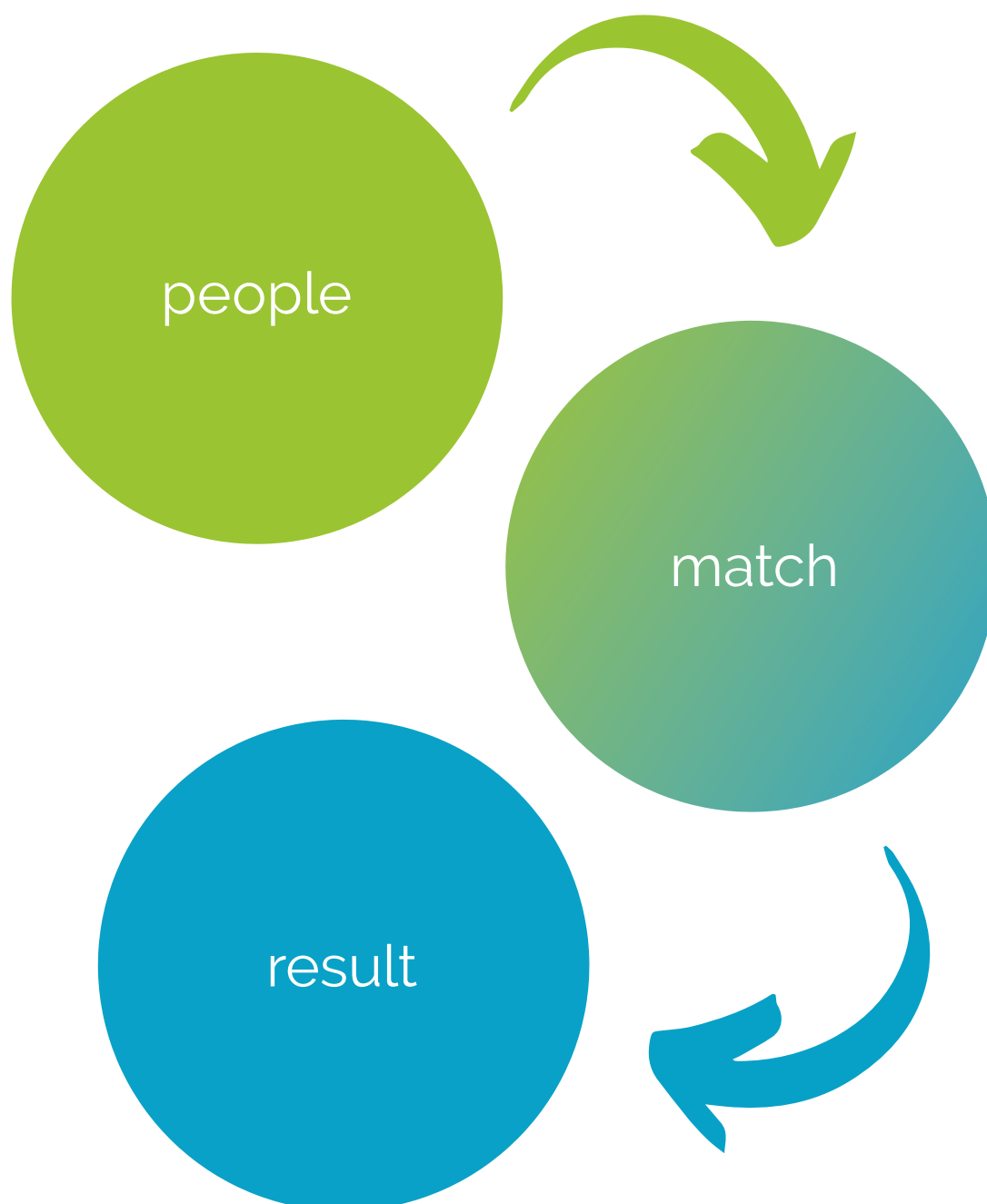


It's about people

# Our philosophy

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The three pillars of Talento®



# People

## People knowledge matters

*It's about People* is more than just a slogan. People and talent are at the very heart of every organisation. Teams consist of people, and it is people who make companies work and turn strategies into results — regardless of location, structure or industry.

*WHAT WE SEE IN INTERACTION WITH A PERSON IS MERELY THE TIP OF THE ICEBERG*

How much do we really know about a person when we decide on their professional future? Thinking about it, imagine an iceberg. All you see is the tip of the iceberg: the tiny part visible above the surface of the water. This is the knowledge and skills of a person — exactly as much as you can learn during a well-planned interview. The mass of the iceberg remains hidden below the water — these are the person's values, beliefs, views, and attitudes. The critical

building blocks that contribute to a person's personality and motivation.

*WITH THALENTO® YOU'RE ABLE TO DISCOVER THE VALUE HIDING BELOW THE SURFACE*

It is the personality and motivation that determine a person's behaviour and their work style, also within a team. How do they make decisions? Can they decide quickly and effectively? What are their preferred working conditions? Do they initiate activities in a systematic and focused way? How do they establish and maintain relationships with other people? Are they able to work in a team and participate in achieving a common goal?

Thalento® solutions allow you to uncover what you cannot see at first glance.



*It's about people*

# Match

Today's situation in the labor market means organisations are no longer interested in an arduous selection for the ideal candidate. They are much more interested in finding someone who matches the organisation — not only today but also in the future, at every stage of their professional journey.

Does this person want to develop themselves? Do they want to learn new things? What if their responsibilities change? Will they still want to continue working in our organisation? In times when the only certainty is constant change, the desire to learn, grow and adapt is crucial.

Thalento® is where people are — delivering answers to questions such as: what do they love to do, what motivates them, what drives them to act and what they expect from the organisation.

## Talent Life Cycle



People are the only true value. Our Talent Life Cycle describes all phases of their professional journey.

*THANKS TO PROVIDING A BETTER UNDERSTANDING OF THE NEEDS OF PEOPLE AND ORGANISATIONS, THALENTO® ENABLES YOU TO CREATE THE BEST MATCH FOR THE BENEFIT OF BOTH: THE PEOPLE AND THE COMPANY*



# Result

We know that result is what matters to every entrepreneur.

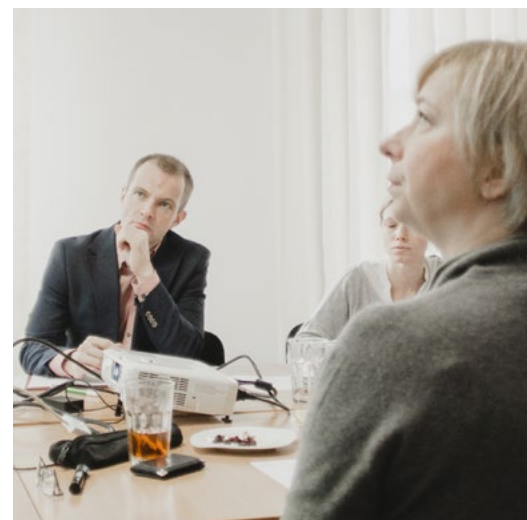
To achieve the right results, you have to hire the right people. Your organisation's success is the sum of the results of individual people. Thalentio® solutions predict whether a given team member can deliver the results that match the company's needs.

## How the right match affects the result

Organisational culture has a direct impact on the achieved results because it is people who create the culture. It works like a river current — we can accept that we have absolutely no way of influencing it and surrender to it, or consciously cultivate it so that it serves our purposes. Building an organisational culture through nurturing a proper match between the organisation and its people, supporting their development, and answering their needs, we can significantly improve the organisation's results.

Thalentio® solutions allow you to determine if and why a specific person will match your team or organisation. Learn whether that person is a good fit for your company and understand how to optimise their career path.

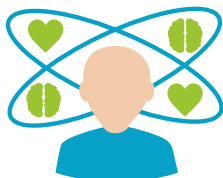
In other words, with Thalentio® you can predict the result.



It's about people

## Why Thalentor<sup>®</sup>?

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**Universal solutions**, that allow to measure the personality and motivation of every Career Owner, regardless of their position and career stage.



**Comprehensive SaaS platform** in the TH Cloud, with easy access to all Thalentor<sup>®</sup> solutions in one place.



According to research carried out by the British Psychological Association, Thalentor<sup>®</sup> tools are characterized by **higher reliability and accuracy** than competitive ones.



**Thalentor<sup>®</sup> stores data safely**, and the entire TH Cloud platform is GDPR-compliant.



## Thalento® in numbers

26 languages

50 countries

>1000

international Clients,  
who have already trusted our solutions



It's about people

# About the Talento® tools

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All Talento® tools are subject to scientific validation, are culturally adapted in terms of language and come with local standardisation (norm) groups.

## > validated

The Talento® tools are the result of the work carried out by the Talento® NV Research and Development Department and have undergone thorough scientific expertise. The empirical basis of Talento® solutions is the five-factor model by Costa and McCrae (Big 5) and Murray's theory of motivation.

## > adapted

The Talento® tools have been subjected to cultural adaptation in every country where they are available. Their adaptation is not only a translation into a given language but also takes into account the cultural differences of the country of translation.

## > normalised

All Talento® tests meet the requirement for normalisation of psychometric tests — our norm groups are constantly updated in order to ensure the highest accuracy of results.

Get to know our solutions

## The TH-PQ Questionnaire



The Talento® Personality & Motivation Questionnaire identifies criteria and traits that determine professional behaviour, motivation and performance. It measures 30 Personality and Motivation indicators and is the validated basis for our broad portfolio of reports. (Learn more about our reports on page 12.)

Thalento® offers a comprehensive suite of Cognitive Tests and Ability Tests, which are available at various levels of difficulty. Their results are returned as STEN scores.



The Talento® Cognitive Tests suite includes the SCOPE-Test, inventorising the abstract reasoning ability, the S-Test, inventorising the numerical reasoning ability, and the A-Test, mapping the verbal reasoning ability.



The Talento® Ability Tests suite has been developed to measure specific functional abilities and performance in a professional setting. The tests are available across multiple sectors and industries. The SNA Test inventorises speed & accuracy abilities, while the PNO Test inventorises planning and organisation abilities.



It's about people

# The Talento® Reports

The TH-PQ questionnaire is the basis for many types of reports. The Talento® reports provide a comprehensive approach to personality, motivation, and skills of an individual. Depending on your needs, we select the best-suited report or set of reports.



There are currently ten different reports available in Polish: PERFORM, MANAGE, MOTIVATE, BIG5, Q-SCAN, FLEX, SALES, RETAIL, TeamView, and Expert Review.

## EXPERT VIEW

The Expert Review is the only report that is not generated automatically — it is always uniquely written by one of our specialists, the Talento® Certified Experts (you will meet them on page 15). Based on the PERFORM, MANAGE or SALES report, the Talento® Expert analyses the participant's results and then delivers a professional, detailed opinion.

## TEAM VIEW

TeamView is particularly valued by Managers and Team Leaders. With this report, they can compare the strengths and weaknesses of team members or check how the new candidate will match with the rest of the team.

All Talento® reports are structured in a clear, easy to understand manner. Interpreting the results of the TH-PQ questionnaire does not require a degree in Psychology. However, Clients always have the opportunity to benefit from the assistance of the Talento® Certified Expert who will provide a professional and in-depth interpretation of the results.

## What our Clients say

Below we share the testimonials of our Clients who already trusted Talento® solutions in Poland.

“We were the first company in Poland to incorporate Talento® solutions in a project where we had to select candidates with a predisposition to assume a managerial position. I made the decision to include a modern tool in a standard assessment center project to get an extensive overview of the personality, motivation, and potential of our internal candidates.

We trusted Talento® and thanks to that we received useful information which helped us make the right decisions concerning the promotion and development of our employees.”

*Lukasz Grochowski*

HR Director

A Polish fuel sector company

„Talento® solutions were introduced to us during the European Startup Days 2018, and we decided to use them when designing the development program for our company's employees and managers. We wanted to capture the “starting point” for their competency suites but also to deepen the knowledge of their dominant personality traits, motivators, and potential that could be further developed.

Aware of the fact that nobody is perfect, we also decided to test ourselves – to test all Members of the Board with the Talento® questionnaire and later discuss the results in a workshop. Despite many years of experience in our professional careers, we discovered several interesting relationships among the factors distinguishing our personalities and motivations. We are going to make the most of this new knowledge, consciously using it in our teamwork.”

*Rafał Zawada*

Board Member

Tameh Polska Sp. z o.o.



It's about people



## What convinced us to partner with Thamento®?

Before we decided to start our cooperation with Thamento®, we tested the available solutions ourselves. Our entire team was tested with the TH-PQ questionnaire, thanks to which we could check its credibility. It turned out that what I learnt about each of us based on this 25-minute study not only fully correlated with my personal observations (of several years) about our way of working but also allowed me to deepen this knowledge. Finally, I had a clear, graphic view of what drives us into action and why sometimes it can be difficult for us to reach consensus. The reports helped me understand how individual people in our team influence the team dynamics — on top of their official roles and responsibilities.

The knowledge that Thamento® guarantees will be of great value to every Boss, Manager or Team Leader who manages a team or needs to create one. It provides extremely useful hints on how to match a person to function and to team to achieve the best results.

*Iwona Suchomska*  
CEO Keystone Consulting  
representing Thamento® Polska

## Eksperci Thamento® Polska



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CEO Keystone Consulting



**Mirosław Filipski**

Business Partner  
Keystone Consulting



**Romana Petrymusz**

Psychologist, Coach



**Bartosz Lange**

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**Michał Faron**

Training Facilitator, Coach



**Agnieszka Sabat**

Psychologist  
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**Elżbieta Dobrzańska**

Career Advisor



**Magdalena Rudzka**

HR Freelancer, Head Hunter



**Aneta Hawryluk**

Psychologist, Coach







# thalento<sup>®</sup> POLSKA

Thalento<sup>®</sup> Polska is represented by Keystone Consulting Sp. z o.o., the exclusive Partner and representative of Thalento<sup>®</sup> in Poland.

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