



taylor strategy partners

# consulting & assessment the guiding light

You know the kind of light your team should emanate. You want bright conversations, ideas, and endless energy. Instead, the room feels dim. You ask yourself, “Did we make the right hires?” This is where we help. We listen, share insight, and create tools to help build a team with the right light. Together, we revamp your strategies with a personalized approach to illumination.

**TSP’s Consulting & Assessment** team helps you assess future and current employees for fit using data pulled from listening, observing, and strategic assessments. Deeper, more impactful discussions help put the right people in the right roles, reinforcing the culture necessary for your organization to grow. Consulting & Assessment is led by a team of industrial / organizational psychologists who are committed to providing services that are accurate and genuinely useful to clients.

## what we do:



### selection process design & delivery

Our competency modeling, assessment tools, interview training, and interview guide development work at all levels of hiring, from individual positions to high volume. Our in-house team draws on our experience in industrial / organizational psychology and your company culture to assess for the skills necessary to thrive in your unique space. We offer role plays, case studies, and personality assessments, as well as a special **tspFOCUS** assessment built just for you to better understand specific role-related behaviors.



### executive assessments

When you’re interviewing executives, you need insight into how they will fit into your organization. After all, culture starts at the top. Our executive assessments are customized for your company and the position. We act as decision consultants for hiring managers, providing feedback from interviews and interpreting testing results. Candidates leave with a positive impression of you and how you value people – and you leave with a new leader who you know and trust.



### consulting services

We diagnose talent challenges to ensure your HR strategy – your culture strategy – informs and integrates into your business strategy. We listen closely, ask tough questions, and offer common sense solutions to your most pressing talent acquisition and HR problems. With the industry experience of our industrial / organizational psychologists, we operate like insiders, from the outside. Our team fills in the gaps so your priorities are met and aspirational plans become business realities.

## tspFOCUS fast facts:

**14,000+** tspFOCUS assessments run in 2017

**15 minutes or less** to take online

**customizable** to fit your needs and culture

## industries we’ve served:

- Pharmaceutical / Biotech / Life Sciences
- Payer & Provider
- Retail
- Private Equity
- Energy



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