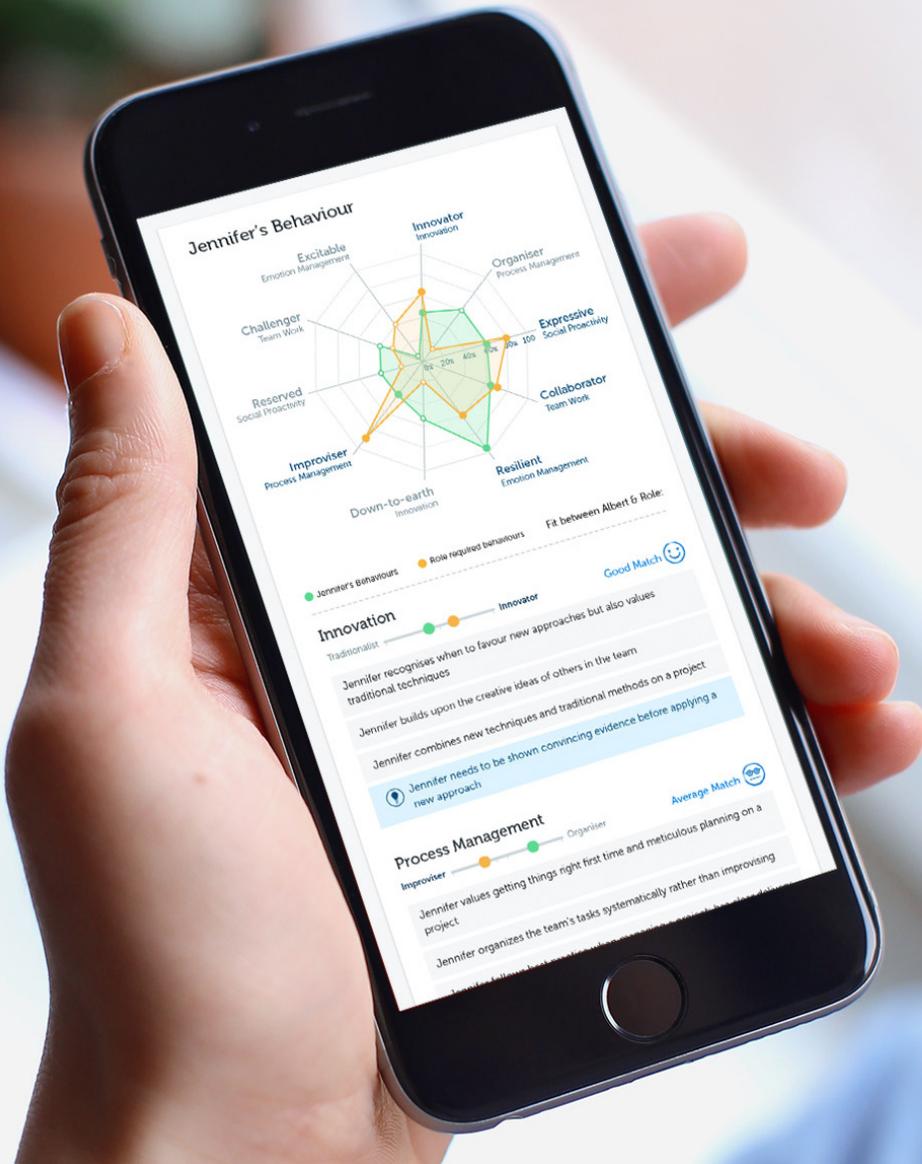


# High Performance Profiling



## What makes people succeed in your organisation?

Assess individual and team dynamics to get a complete picture of performance. This is a key stage for effective, data driven talent management. We focus not only on the individual but also on the dynamics of the team, which can be four times more predictive of performance.

## Our approach

Performance profiling involves using data from your own organisation to understand the typical “persona” of a high performer. Unlike most approaches we focus on both individual and interpersonal factors.

We understand the values and drivers of each team member and how they relate to those of other team members. This has proven to be highly predictive of performance.

## How does it work?

Performance profiling with Saberr is easy. Our consultancy and data science support makes sophisticated analysis simple and effective. Here are the typical steps involved:

- Define key business areas where you need understand performance drivers
- Agree the best data to indicate performance: often a “basket” of metrics

- Survey team members on key items including behavioural and values profile
- Correlate the survey results with your team’s performance metrics
- Present findings on the key indicators of high performance
- Discuss and agree recommendations for improving performance

This process is fast and effective: within a few weeks you are able to have a scientific understanding of the important performance drivers in your business.

## The Benefits of Performance Profiling

Performance profiling enables you to make better resource allocation decisions, hire more effectively and understand blockers to team performance.

Organisations often profile high performers to understand their individual characteristics, but we are not simply individuals: in many cases our performance depends on interactions with others. Saberr is unique in identifying both individual and interpersonal dynamics that predict performance. Our models predict up to 30% of new hire performance.



To learn more about high performance profiling

[Book a demo](#)