

# Strengths Profiling and Career Development Value Plans

# Invest in the Careers of Your Employees to Help Them Thrive

Career development is becoming increasingly important. It is now essential to attract, retain and grow talented people, and build a great place to work. Recent surveys by McKinsey, PwC and others show that people rate lack of career development and advancement as a top reason for quitting their job.

**83%**  
of millennials rate  
“professional or career  
growth and development  
opportunities” as  
important to them to  
stay with a company.

High-impact career development delivers numerous benefits to employees that boost organizational success, including improved:



**Self-awareness** of their strengths, performance risks and areas for improvement.



**Self-mastery and ownership**, including taking greater initiative for their development and career, perseverance, resilience and effectively overcoming setbacks.



**Alignment of their talents, motivations and values** with the organization's purpose, values, and strategy.



**Transition capabilities** when onboarding, moving into new roles or taking on new assignments and projects.



**Learning and adaption** in the face of rapid change and uncertainty.



**Collaboration and shared learning** arising from peer co-development, feedback, mentoring, coaching, stretch assignments and greater internal mobility.



# TalentPredix has a Career Value Plan for every Employer

We offer **3 Career Value Plans: Starter, Essential and Premium** to cater for organizations with different needs. Each plan is carefully crafted to provide your organization with the training, tools, and skills to empower your employees to thrive in their career and achieve greater, self-awareness, self-mastery, and success.

## All plans include:

- ∞ Our next generation **TalentPredix™ Strengths Assessment** which measures people's unique strengths, motivations, values and potential limiting behaviours.
- ∞ Our half-day practical and engaging **Thriving in Your Career Program** equips employees with the knowledge, tools, and skills to establish measurable career goals and a development pathway that builds on their unique strengths, motivations, and values.
- ∞ A complimentary Career Strategy Health Check with the organization's HR/Talent team, career tools and resources, a **TalentPredix™ Group Profile** (showing you the combined talents, motivations, and values of all participants), and support from our industry-leading team of strengths coaches and psychologists.

Our Premium Plan also includes a powerful half-day **Manager as Career Coach Program**. This training equips managers with the mindset, skills, and tools to deliver high-impact and engaging career development conversations with their people.



## TalentPredix Career Development Value Plans

Our Career Development Plans offer a customized bundle of strength profiling and career development solutions to help unleash exceptional talent and thriving workplaces.

	Starter	Most Popular Essential	Premium
<b>TalentPredix™ Strengths Profile</b> (measures strengths, career motivations and values)	15 profiles	45 profiles	75 profiles
<b>Thriving in Your Career Program*</b> (4-hour online training for employees)	1 workshop (max. 15 delegates)	3 workshops (max. 15 delegates)	5 workshops (max. 15 delegates)
<b>The Manager as Career Coach Program*</b> (4-hour online training for managers and team leads)	—	—	1 workshop (max. 12 managers)
<b>Free career tools and resources</b>	✓	✓	✓
<b>Free aggregate TalentPredix™ Group Profile</b> showing group's talents, career motivations and values	—	✓	✓
<b>Expert support</b> from industry-leading team of talent consultants and coaches	✓	✓	✓
<b>Discount you receive</b>	10%	12.5%	15%
<b>Price (exc. VAT)</b>	£3,425 £3,100	£10,275 £9,000	£19,875 £16,900

\*In person training available on request (additional fees may apply)

"Top class programme! By the end of it, I was able to effectively understand how to apply my top talents, focus on career drivers that are important to me, and accept that overusing my talents could limit my performance overall."

- Delegate, Software Consulting Company

"The TalentPredix™ profile opened my eyes to key strengths and weaknesses, allowing me to take a structured approach to bettering both my in-work and out-of-work mentality."

- Delegate, Fast-growing Tech Company



## Frequently Asked Questions

Below are responses to frequently asked questions that will help you understand the value, features and benefits of our plans.

### Why invest in a plan?

Our plans offer many benefits including:

**FLEXIBILITY:** Choose a plan that suits your organization's career development needs and budget. As your business needs change, you can buy more plans or add-ons.

**IMPACT:** Achieve lasting improvements in talent attraction, retention, engagement, growth and internal mobility.

**VALUE:** Benefit from a great value package of strengths profiling, career development workshops and powerful career tools and resources.

**PARTNERSHIP:** Enjoy a strong, collaborative partnership that provides you with access to industry-leading talent and career expertise and solutions, as well as the opportunity to grow your HR team's in-house talent capabilities as your business grows.

### What is included?

All plans start with a discovery consultation to understand your organization's current talent and career processes, priorities and programs. This enables us to customize the plan you choose to best fit your needs.

See previous page for what is included in each plan.

## What plan is right for us?

Our 3 plans are designed to meet the requirements of clients with different sizes, needs and budgets. Our **Starter** plan is great if you have one team or group of employees you wish to take through the process. It is also great to use as a pilot to experience our strength assessment and career workshops. **Essential** plans are aimed at SMEs and scaling businesses, while more established businesses with a larger manager/leadership team will benefit from the more extensive **Premium** plan.

## Are the plans customized?

During the Career Strategy Health Check, our consultants will find out as much as possible about your organization's strategy, structure, and culture to ensure our programs are customized insofar as possible to meet your requirements.

## What is the delivery format and duration of the workshops?

Workshops can be delivered virtually or in-person, although with the latter, additional costs may apply. Each workshop is a half-day event (around 4 hours).

## How soon after buying a plan do we need to book the workshops?

Workshop dates should ideally be confirmed during the booking process, prior to payment.

## What are your payment terms?

Invoice payment terms are 15 days and invoices should be paid in full prior to your first workshop.

### Can we reschedule workshops after booking confirmation?

We understand that workshops sometimes need to be postponed due to unforeseen events or shifting business priorities. However, all changes will need to be undertaken in accordance with our terms and conditions. If last minute changes are made to planned workshops, cancellation fees may apply.

### Can we top up our plan?

Topping up is straightforward. You can either upgrade to a higher-level plan or buy additional workshops or profiles at a discounted rate should you need to top up.

### Do the plans include any train-the-trainer capability building?

No. However, if you are looking for a train-the-trainer program and wish to license our workshop material, please request a consultation. After clarifying your specific requirements, we will provide you with a quote.

### What costs are not included in the plan prices?

All prices are exclusive of any requested add-ons (incl. additional profiles or participants). They also don't include VAT, travel expenses and venue costs.

### How do you evaluate the impact of the plans?

We agree measures of success with each client at the beginning of each engagement. Methods of measuring success vary from client to client. However, common methods include evaluation surveys, completion rates and quality of career plans/PDPs, engagement survey results, internal mobility and promotion rates, reduced unwanted turnover, etc.

## You mention the maximum delegate number for each workshop but what is the minimum number?

We recommend a minimum of 5 delegates per workshop to ensure a high quality, engaging learning experience.

## Any optional extras we can add to the plan?

Some extras you may want to add to your plan include:

- 1-1 career and leadership coaching
- A career masterclass or keynote session for managers and/or employees
- Manager and leadership training in other key areas, including motivation, building resilience, leading teams, etc.
- Volunteering opportunities to strengthen specific skill areas with our partner, Matchable.com
- Talent and strengths mapping to support internal mobility and succession
- Designing and implementing mentoring programs
- Agile career architecture for your company or business area
- Follow-up anchoring sessions to ensure change is supported and embedded

## Can we pilot your solutions before we buy?

Yes you can. The starter plan is perfect as a pilot for a key team to experience the value of our strengths assessment and career development training first-hand before purchasing a larger plan.

## How can I find out more?

Get in touch for an initial consultation to discuss what plan is right for you by emailing us at [info@talentpredix.com](mailto:info@talentpredix.com)