

PRODUCTS & SERVICES

PLM was founded on an innovation that expanded upon the DISC four-factor assessment method (such simple methods we refer to as (A)-level methods) to allow for further analysis of eight additional sub-factors. This new, significant development became known as the ADVANCED ANALYSIS (B)[™]. Over the next 15 years, PLM developed and introduced a revolutionary new assessment system. This next generation method is the ADVANCED ANALYSIS (C)[™].

The ADVANCED ANALYSIS (C)[™]

The (C) offers you the comprehensiveness, accuracy and reliability otherwise only available through a skilled assessment psychologist—it's the most powerful and sophisticated assessment method in the marketplace. It assesses the “whole person” and is remarkably effective for hiring, coaching, counseling, managing, promoting and succession planning.

We recommend it be used wherever possible to help you make the best “people decisions.”

The ADVANCED ANALYSIS (B)[™]

The (B) is a shorter, less comprehensive analysis than the (C), but by adding another layer and eight additional sub-factors, it offers significantly more comprehensiveness and accuracy than traditional 4 or 5-factor (A)-level methods. If time and budget constraints limit your options, the (B) is a great alternative.

The Position Analysis[™]

By drawing on the depth and breadth of the ADVANCED ANALYSIS[™] sophisticated psychological engine, PLM's Position Analysis[™] gives you a powerful tool to assess both the person and the role.

The Position Analysis[™] first helps you to understand and define the attributes that contribute to the success of top performers in a given role within your unique culture. It then gives you the ability to compare candidates to a benchmark set of qualities you establish.

If you're serious about finding the “right fit”, the Position Analysis[™] can take you to a whole new level.

The benchmark set of qualities or “Ideal” can be established in a couple of ways:

- A manager or group of executives /hiring managers familiar with the role completes a questionnaire identifying attributes and other qualities they believe contribute to success in the given role.
- You choose a number of good performers already in the role, and have each of them complete the (C). The more people included in the process, the more statistically sound the results will be.

Once the 'Ideal' is established, each (C) assessment for a related role will automatically compare the candidate to the "Ideal" relative to some 30 indices.