We believe that evidence-based decisions are essential for long-term success. We help you gain insight by asking the right questions. Our talent analytics are powered by SuccessFinder™ — the world’s leading career success and satisfaction assessment tool. Our elegant solution gracefully extends from the individual or team to the organization. We provide a platform for evidence-based making decisions across the employee lifecycle

**Recruiting → Onboarding → Development → Performance → Succession**

What makes us different? We predict career satisfaction and success based on an individual’s unique superpowers. Along with skills and experience, these traits are key differentiators in determining performance. High performers share a common subset of behaviours that they are extremely adept in using.

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**THE ALLENVISION DIFFERENCE**

**OUR PROFILE**
- Headquartered in Ottawa, Ontario Canada
- Focus on evidence-based decision-making related to people, money, and governance
- Offer services worldwide
- SuccessFinder has four decades of validated results

**OUR MISSION – TALENT ANALYTICS**
Unlocking the passion and potential of people everywhere by leveraging their behavioural strengths and identifying the specific behavioural traits that need development to be successful for the job at hand.

**OUR MESSAGE**
Along with skills and experience, our ability to pinpoint every individual’s unique behavioural traits is the secret sauce to 85% job fit predictability. Whether you are going through a job selection process, establishing a development plan, creating high performance teams, or planning your career journey — SuccessFinder is the best solution in the market for career success.

**SUCCESSFUL TEAMWORK AND PARTNERS**
A network of Certified Practitioners & Partners

For Information, email us successfinder@allenvisioninc.com

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Today, companies spend $3B on assessments with abysmal results. We fix this by helping people discover their passions by recommending roles and a career path that allows them to work at their highest potential.

Unlike other assessment companies, we provide a single tool that can be used across the organization in all roles and levels, for every stage of the employee lifecycle.

Like the human genome project mapped human DNA, SuccessFinder maps behavioural traits (DNA). Coupled with benchmarks, it will predict job fit—career success and satisfaction.

SuccessFinder was developed to meet the most rigorous standards of validity and training career assessment in the industry. We can predict success with up to 85% predictive validity.
**successfinder**

**what it IS**
A self-assessment tool to help unlock your career potential by creating awareness around your preferred behavioural style.

**what it DOES**
1. Measures YOU against YOU to identify your unique behavioural preferences.
2. Lets you compare your profile against key behaviours that drive high performance in different roles.

**HOW it's done**
- Integrates over 35 years of research and development to provide statistically valid measurements.
- Compares individuals' behavioural profiles to those of high performers in over 500 job positions.
- Predicts Probability of exceptional performance using actuarial algorithms.

**behaviour is complex**
Many models measure 4 dimensions of personality - we all know individuals can't be explained by 16 possible combinations...

**SuccessFinder** identifies 85 independent attributes that make up our "behavioural DNA" - they interact much in the same way as elements in the periodic table, producing an infinite number of combinations that reflect the complexity and variability we see in human behaviour.

**how it was developed**

**how it works**

You will be asked to answer a series of IPSATIVE (forced choice, A or B) questions.

How you answer those questions determines your unique behavioural preferences on the 85 attributes.

**LOW PREFERENCES**
Behaviours that do not come naturally to you will be ranked as low preference - these behaviours will require the most effort for you to demonstrate consistently.

**HIGH PREFERENCES**
Behaviours that come naturally to you will be ranked as high preference - these behaviours require very little effort for you to demonstrate.

**85 Behavioral Traits are similar to DNA...these individual attributes combine and create your unique behavioural style or profile.**

**5 COMPETENCIES** have been derived from a combination of the 85 unique attributes.

**why it works**

**25 COMPETENCIES** are matched against over 500 different benchmarks among 35 different vocational clusters:
- 50 roles for - MANAGEMENT POSITIONS
- 36 roles for - FINANCIAL POSITIONS
- 43 roles for - MARKETING POSITIONS
- 49 roles for - SALES POSITIONS
- 22 roles for - HR POSITIONS
- 37 roles for - CONSULTING POSITIONS