

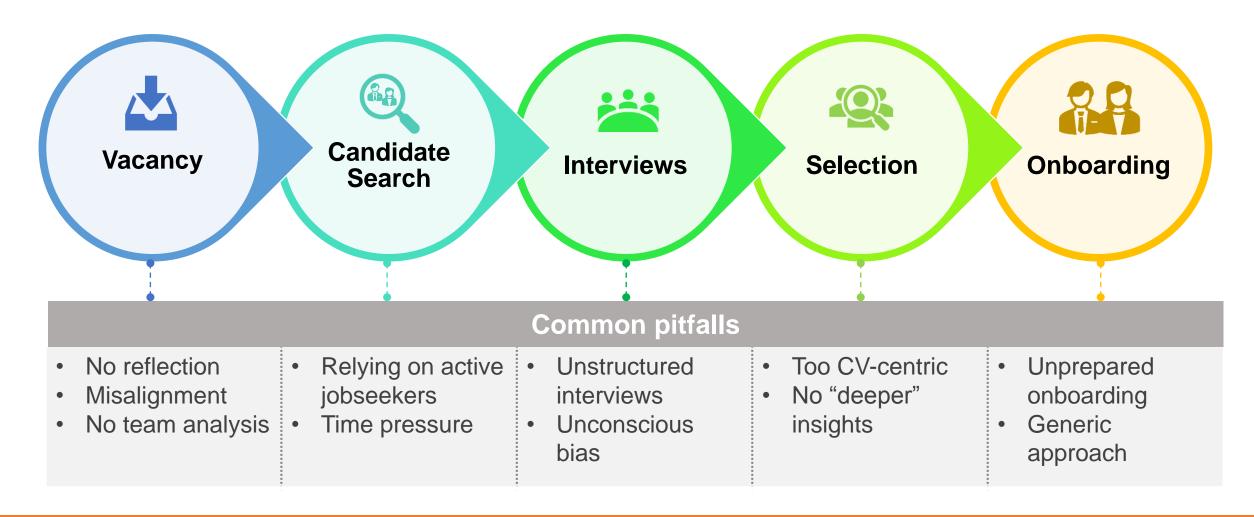
Sounds familiar?

He reminds me of myself when I was younger – I think he'll do well

She's a bit quiet – not leadership material

He nailed his sales targets, so we made him the manager

"We hired someone again...and six months later, we were back to square one"



The Cost of Getting It Wrong

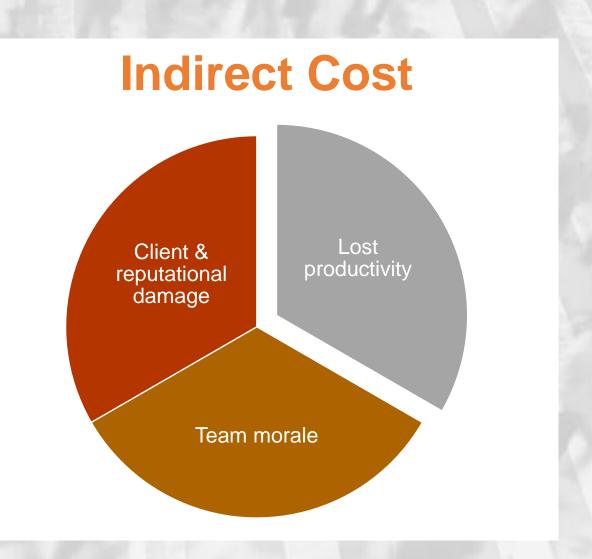


Direct Cost



Cost of a **wrong hire** in Malaysia: 3-9 months' salary

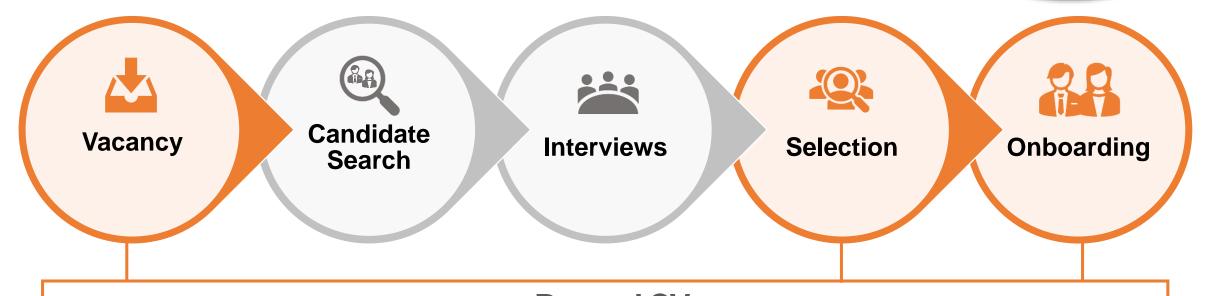
(Source: SHRM, JobsDB, MEF)



Data-driven approach to address common recruitment pitfalls

25% greater long-term hiring success

-Harvard Business Review-



Beyond CVs:

Team fit Key motivators Behaviour under pressure

Emotional intelligence

Leadership potential

...and can you uncover all these in a standard interview?

From Gut Feel to Data – What Can We Measure?





Personality Profile Analysis (PPA)

Purpose	Measures how someone behaves at work – how they respond to pressure, communicate, and fit into a team
Best for roles	Across all functions

Communication style

Approach to collaboration

Preferred working environment

Reactions under pressure

Motivation drivers





From Gut Feel to Data – What Can We Measure?





Trait Emotional Intelligence (TEIQUE)

Purpose	Measures how people perceive,
	manage and express emotions

Best for roles Leadership, HR, Commercial

Emotionality

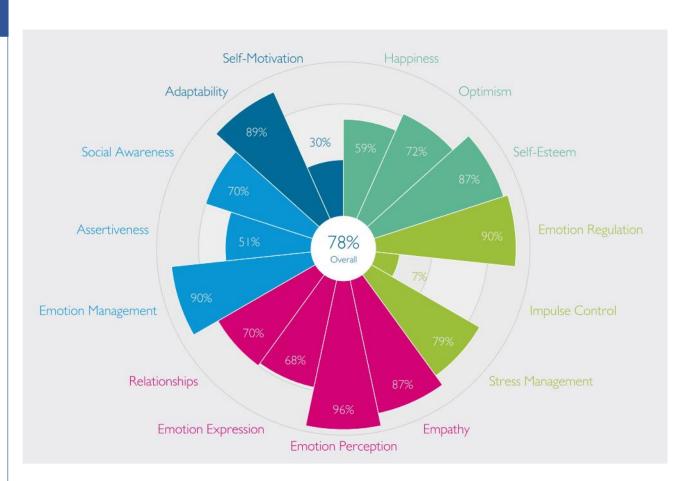
Self-control

Sociability

Well-being

Independent facets





From Gut Feel to Data – What Can We Measure?





High Potential Trait Indicator (HPTI)

Purpose	Measures 6 personality traits linked to leadership potential
Best for roles	Leadership roles across functions

Conscientiousness

Adjustment

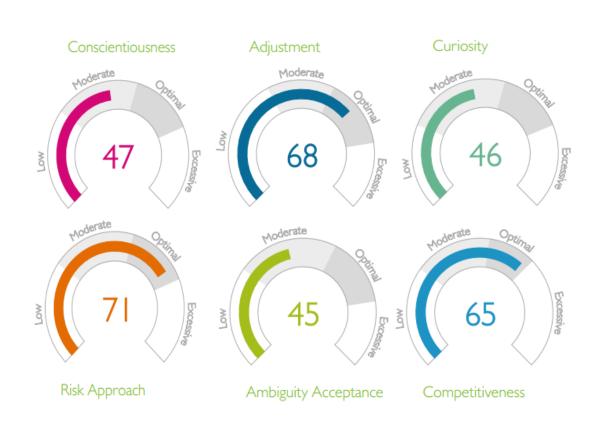
Curiosity

Risk Approach

Ambiguity acceptance

Competitiveness



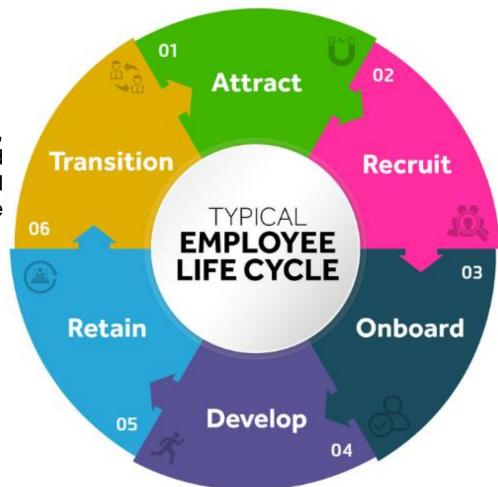


Beyond Hiring – Unlocking Broader HR Value



Analyze turnover patterns, improve future hiring, and preserve organizational knowledge

Reduce turnover by aligning roles with strengths (right person in the right job)



Personalize training and close skill gaps

– customized management approach

Reduce bias, predict job fit, and identify high-potential candidates

Tailor-made onboarding program, and align strengths with responsibilities



Recruit to retain



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Thank You