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Talentoday Introduces Predictive Professional Behavior Report

New capability predicts the behavioral competencies expected from candidates and employees in the work environment

SAN FRANCISCO, CA, DECEMBER 15, 2014 -- Talentoday (<http://talentoday.com>), a psychometric, social and data-driven career guidance solution, launched its Predictive Professional Behavior Report that anticipates behavior competencies that candidates and employees will adopt in their work environment.

Predicting behavioral competencies is fundamental for recruiters and managers to be prepared in the future for situations that may arise due to their employee's actions and performance. In today's world of big data and predictive analytics, Talentoday provides this personalized behavioral report based on the scientific data captured when each individual completes the Talentoday free personality assessment. The report is a new capability now available within Talentoday Manager, an enterprise talent assessment platform developed to help organizations recruit and engage their teams.

According to Talentoday's CEO and Head Psychologist, [Pierre-François Verley](#), "Managers now have a toolkit to provide feedback to their candidates and employees through a detailed analysis of each individual's main assets and personality characteristics providing suggestions for introspective questions as well as a detailed report of the person's predicted behaviors."

A national survey conducted by research and consulting firm, [Millennial Branding](#) reveals that skills such as communication and teamwork are greatly appreciated over technical abilities by managers. Similarly, another study by the [Society for Human Resource Management](#) shows that about 71 percent of employers indicated that learning about their candidate's and employee's personality can be useful in predicting organizational fit and job-related behavior.

Talentoday researchers selected 20 main recurring personality traits after interviewing HR professionals and career managers around the world about the most appreciated and desired soft skills. Then, by analyzing different pairs of criteria at a time, seven professional behaviors were drawn out and applied to each individual's unique assessment. The behaviors are Teamwork, Ability to take initiative, Management style, Ability to handle pressure, Reasoning style, Communication style and Flexibility.

The Talentoday Predictive Professional Behavior Report can be used to:

- Anticipate behaviors required in professional situations and use this information to find your next great employee and the perfect fit for individuals within a team or given job position.
- Identify and highlight an individual's assets in order to ensure they are the right fit for the role, develop their talents, and detect in advance potential difficulties the individual may face in the role.
- Proactively prepare feedback sessions by providing real insights on personal development based on a thorough analysis of an individual's personality traits.

More and more managers are looking to find ways to engage with their workforce and to set a foundation for development within the company. The new Talentoday capability will assist managers by providing the necessary information to build an enriching relationship between managers and their employees and to ensure the right person is being hired.

Verley adds, "Most importantly, learning about behavioral competencies is a must in order to define what each employee needs to do to be successful and contribute to the mission, goals and strategy of the organization."

Officially launched in October of this year, [Talentoday Manager](#) is used by large enterprises, SMEs, and independent coaches.

To learn more about the Predictive Professional Behavior Report, please watch this video:

<http://bit.ly/1JvjWe>.

About Talentoday

Talentoday improves career success by delivering personal insights based on psychometrics and predictive analytics. The online social career guidance solution provides a free assessment for individuals and a cloud-based framework for career and HR experts to scale and optimize effective job placement. Millions of users and 100 clients in more than 160 countries have chosen Talentoday to increase the outcome of finding the perfect career fit. Founded by accredited psychologists and HR experts, Talentoday is an affiliate member of the International Test Commission and adheres to the American Psychological Association standards. Headquartered in San Francisco, California, Talentoday also has operations in Paris, France.