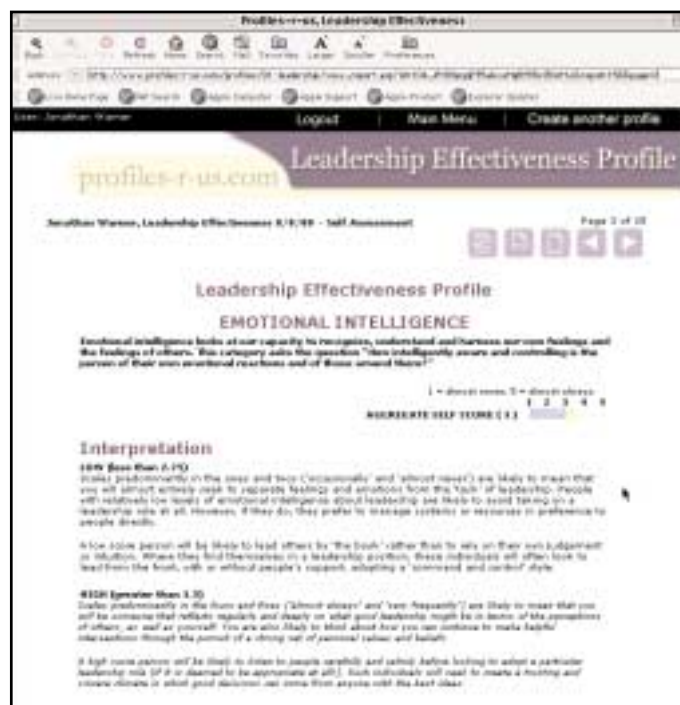


## What are the benefits of utilizing the www.profiles-r-us.com site

The www.profiles-r-us.com site is designed to be a first port of call for anyone that is interested in the development or growth of his or her organization and understands that accurate diagnosis and targeting of the key issues upon which to focus is a critical functional need. The site provides a wide range of tools to provide a structured format to this diagnostic and targeting process.

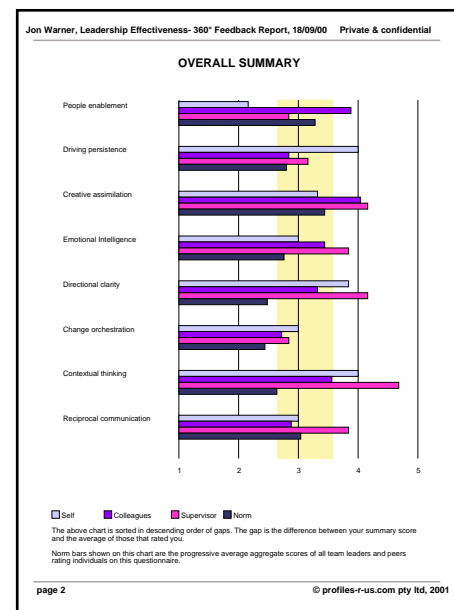


For teams of people and the organization as a whole, the site provides a suite of simple queries and aggregate reports (in table and graphical form). These queries are generated from the site's large powerful and flexible database, which also stores considerable 'demographic' and 'norm' data that can be drawn upon in a variety of ways.

Every instrument in profile and survey available on the www.profiles-r-us.com site includes a full output report to screen and fully printable reports. These reports contain graphs, charts, extensive interpretation notes and in many cases, ideas for improvement and detailed coaching tips. Many reports also allow free form comments to be collected when inviting 180-degree or 360-degree feedback from colleagues. Reports run to at least 20 pages and on average run to over 35 pages in length (some of these typical outputs are shown on this page).

## Typical database queries

- ★ Aggregate reports on a team of individuals
- ★ Training needs analysis reports
- ★ Competency gap analysis/job fit/job match analysis
- ★ Corporate reports by age, sex, ethnicity, and job title, profession
- ★ Reports by specific geography/team/department/industry
- ★ Benchmarking analysis reports
- ★ Selection/ranking reports according to greatest competency most appropriate style, etc.
- ★ Comparative reports (comparing individuals, teams, departments etc)
- ★ Trend reports (showing differences over longer time periods).



## In Summary

Profiles-r-us.com Pty Ltd is an international business in Boston, London, Hong Kong and headquartered near Brisbane in Australia, that specializes in providing on-line diagnostic profiles or instruments to individuals, teams and whole organizations. This is done through a suite of high quality, extensively researched and high credibility generic questionnaires that help people to discover more about themselves or the wider organizations of which they are a part.

The key benefit provided by www.profiles-r-us.com is that every one of our profiles can be completed on the Internet. This means that the ease of use, speed, convenience, efficiency and sheer processing power of the World Wide Web is utilized to the full to give people immediate results on-line (which can be easily saved or printed). The entire range of tools on the site is available directly from the www.profiles-r-us.com site or from portal versions of the site available from our every growing team of distributors and associates.

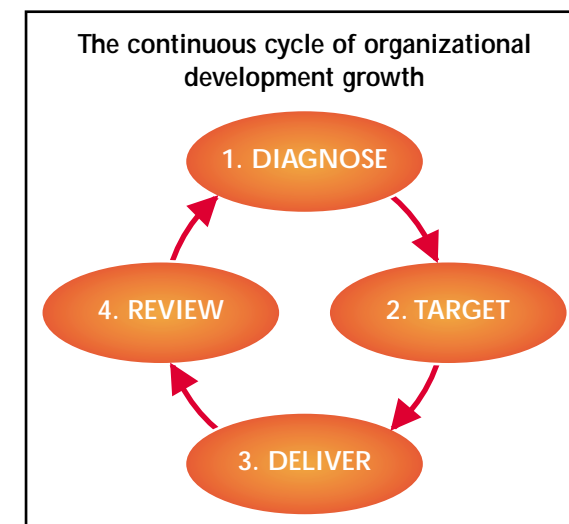


www.profiles-r-us.com is an amazing web site providing a wide range of human resource tools for a huge variety of applications and uses. In this short brochure, our simple aim is to introduce you to this site and to describe some of its features (but by no means all of them as the site has over 35 separate products and over 12,500 pages of information).

## What is the www.profiles-r-us.com site?

The www.profiles-r-us.com site is a resource for organizations of all sizes and types to draw upon to help them develop and grow. We do this by offering a variety of tools to diagnose or target the issues that need to be managed and deliver the right solution and finally review whether this solution has actually delivered the intended benefits. This iterative process can be simply illustrated by the diagram below.

The www.profiles-r-us.com website has over 35 separate assessment tools to apply to many different situations. These tools may be applied to one individual, a team of people or even the whole enterprise in many divisions and spread across the world. In so doing, the system automatically generates a rich output report that summarizes and categorizes the data and then provides extensive output reports with a range of possible actions or strategies that may be taken as a result.



## Where can the www.profiles-r-us.com site be applied?

The www.profiles-r-us.com web site is simple to navigate from the many links that are provided on the home page (shown to the right). This shows how the profiles or assessments can be used to measure the individual, the whole organization, leadership behaviors or a number of very specific situations. Perhaps more usefully, the home page includes a "where do you want to apply a profile" link. This takes an individual to a highly user-friendly navigation page (which is shown at the bottom left of the page). Each of these circles helps to target a specific area of interest and then shows which assessment tools are available in each area with a short description provided for each individual tool.



### What assessment tools are provided on the site?

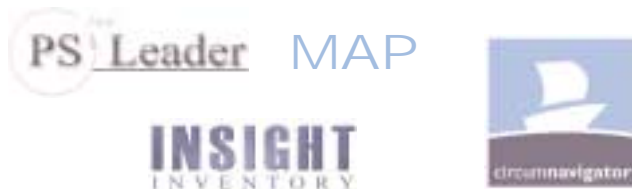
The www.profiles-r-us.com web site hosts the full range of twenty-four diagnostic tools, developed by Team Publications and marketed successfully around the world. These include the world-class Leadership Effectiveness Profile (LEP), the Emotional Intelligence Style instrument, the Diversity and Cultural Awareness Profile and the Enterprise Pulse™ opinion survey.

In addition, this suite of products has an extensive range of 'closed architecture' competency profiles (in areas such as communication, listening, coaching, change effectiveness, stress management, time management and creativity, etc.

as well as a strong series of style profiles (in areas such as assertiveness, negotiation and conflict resolution). In addition, Team Publications has two extremely well regarded and sophisticated 'open architecture' instruments. These are the Janus Performance Management System and Circumnavigator™ (a fully customizable 360 degree management assessment tool).

Beyond the Team Publications developed product range, world class assessment tools are also included on the site such as PS Leader® and MAP developed by HRD Press in the US, TotalView™, developed by ICES in Canada, 'Insight' developed by the Insight Institute in the US and Situational Leadership developed by the Center for Leadership Studies also in the US.

Each of these tools has an enviable reputation for their quality, widespread appeal and output depth. In their Internet based form, they are also easily accessed, user-friendly and provide almost instantaneous feedback. In combination, the entire range of available assessment profiles offer one of the most outstanding range of personal, team and organizational solutions in the world.



## How does it work?

Any individual can browse the www.profiles-r-us.com website to review its information pages and look at the features of the site (including the 'promotional' features and benefits of each on-line assessment). However, as this is a 'corporate' site, in order to use some or all of the products, individuals need to access the tools under the umbrella of one of our associates or distributors, or under the control of a client organization.

Once this is done, individuals need only to enter their client code and provide brief demographic details (including an e-mail address). They can then undertake an assessment for themselves privately or complete a 180 degree or 360 degree assessment, where applicable.

The www.profiles-r-us.com website is not like a bureau or e-mail service site. It provides individuals with fast access to relevant questionnaires, quick and accurate data collation and immediate output reporting that provides rich and instantaneous feedback to screen (in HTML) and via Adobe acrobat .pdf files that print smoothly to a local laser printer or equivalent). This means that access to assessments is fast and easy and results are almost instantaneous when feedback input is complete.



The whole www.profiles-r-us.com site is designed to be extremely user friendly at every stage. Even setting up a 360-degree assessment is a simple process in which an individual selects an assessment (By first logging into a tool like the Leadership Effectiveness Profile (LEP) shown at the top right of this page).

They are then given the option to complete a self, 180 degree or 360 degree assessment. First or last names only can be typed in to the screen (as shown on the left) and the system will automatically generate unique login ID's and passwords and will allow assessment initiators to send preformatted (but adaptable) e-mails to raters (which tells them how to go to the www.profiles-r-us.com site and login). The system automatically recognizes all raters and will take them automatically to the appropriate questionnaire straight from the home page.

The system will also give the initiator an automatic progress report on-line to see which invited raters may need chasing. The system also allows individuals to complete long or short questionnaires according to the time they have available, and to invite free form comments and feedback from raters if they so choose.

