



# ABOUT.



Psychology Works are an Award-winning Business Psychology consultancy that turns clever ideas into deceptively simple solutions; transforming how businesses **recruit, develop, retain and grow.**

Small enough to care, big enough to get the job done, we help organisations make sure they have the right people, in the right roles, at the right time, with the right support.

Our approach combines the latest research in the field of people management, with real lived experiences of what it takes to make a business a success - and a soupçon of fun on the side.

- Deep penetrating insights
- Increased engagement from your people by creating realistic, engaging and memorable experiences
- Better leaders
- Higher performing teams
- Enhanced employer brand and reputation
- Better wellbeing. Better business

## Get in touch

01273 569 314

hello@psychologyworks.global

psychologyworks.global

# ASSESSMENT.

We understand that you need to identify, assess and select the very best people for your business. We also know that the wrong appointment can be extremely costly. We can help...

When it comes to assessment, at Psychology Works we are able to offer an end to end service, with solutions and products for every stage of the process. Whether it be for selection or development, we've got it covered.

We can be as 'hands on' or 'hands off' as you need us to be. Whether it be business critical exec level assessment or volume recruitment.

Just need some exercises? *Done.* Assessor training? *Done.* Need the 'full works', from job crafting, through to assessment, interviewing, report writing and onboarding? *Not a problem!*

- Psychometrics
- Bespoke Exercise Design
- Assessor Training
- Interview Skills
- Assessment/ Development Centre Management

# TALENT.

The competitive advantage you've been looking for... In these incredibly unique times, with heightened uncertainty, risk and complexity posing extraordinary challenges, being able to select and develop the right kind of leaders has never been more mission critical.

With **Gartner (2019)** reporting that "high potential talent brings 91% more value to an organisation. What's more, in comparison to their peers, they exert 21% more effort" we understand what is at stake. And we have the expertise to help.

At Psychology Works, we have a track record in creating award-winning talent solutions. Combining our knowledge and experience in talent management, leadership development and engagement, we offer a range of core talent management solutions to solve your most pressing challenges.

- Talent management
- Talent strategy
- Talent assessment
- Talent development
- High potential

# DEVELOPMENT.

People are the lifeblood of every organisation and at the heart of any business achieving, missing or exceeding their strategic ambitions.

With so much at stake, surely it would be crazy to not invest in the single biggest factor in your organisation's success?

When it comes to leadership development, we absolutely love working with leaders to help unleash their potential, and in turn help them unleash it in others:

- Better leaders
- Higher performing teams
- Enhanced employer brand and reputation
- Better business results

With significant breadth and depth in this area, we are able to offer a suite of off-the shelf leadership development programmes, as well as the creation of bespoke solutions, specifically tied to your exact business priorities.

Core Programmes:

- Aspirising Leader
- New Leader
- Leading Leaders
- Leading The Business

# WELLBEING.

**BETTER@WORK.** A deceptively simple, intuitive and easy to use model for building better business performance through better wellbeing.

Useful for both diagnosis and solution generation, it can be used to tackle both symptoms and causes. Effective at an individual, team and organisational level, it emphasises shared ownership and responsibility for wellbeing between the individual and the business.

Suitable for supporting the creation of holistic end-to-end solutions, or integrate with existing wellbeing initiatives – can be used to focus on one or two critical areas.

Services include:

- 360 Wellbeing audits
- Strategy development
- Routemap programmes
- Workshops and training
- Leadership development
- Impact and effectiveness evaluation
- Implementation coaching



# FREE WORKPLACE WELLBEING HEALTHCHECK.



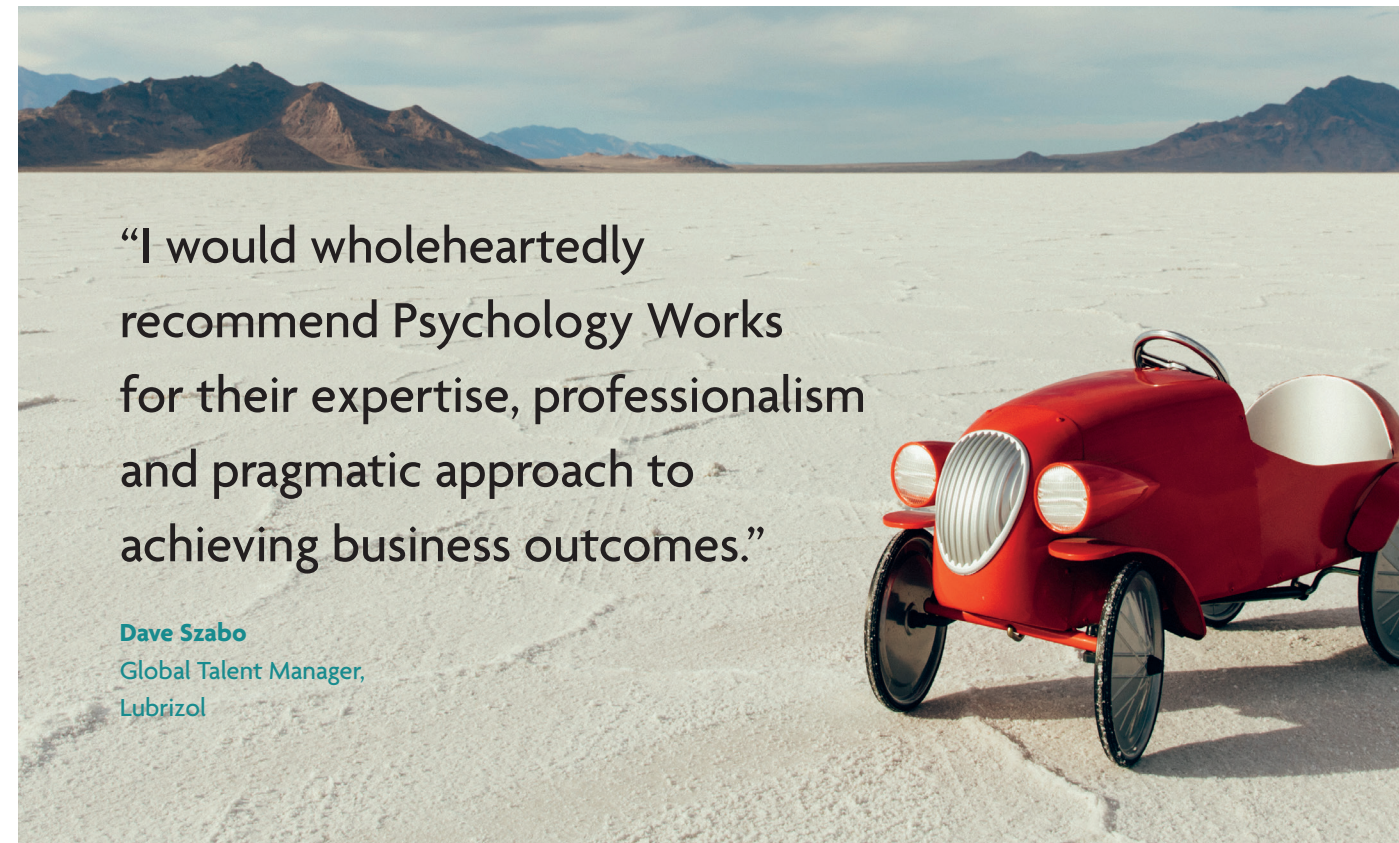
Want to improve the wellbeing of your people?  
Why not start by having a Workplace Wellbeing Healthcheck?

- Takes 5 minutes
- Uses the innovative Better@Work model
- Take stock of what is and isn't currently working
- Receive a FREE personalised report
- Get top tips on how to improve wellbeing in the areas of **Manage, Refuel, Recover** and **Lead**



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[psychologyworks.global/wellbeing](https://psychologyworks.global/wellbeing)

← Scan me to go to the Wellbeing Healthcheck



“I would wholeheartedly recommend Psychology Works for their expertise, professionalism and pragmatic approach to achieving business outcomes.”

**Dave Szabo**  
Global Talent Manager,  
Lubrizol



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# PSYCHOLOGY THAT MEANS BUSINESS.

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FREE WORKPLACE WELLBEING HEALTHCHECK INSIDE