

## HOW PEP SUPPORTS YOU

Effectiveness is not determined by personality, but by the consistent use of specific behaviours and skills. Many employees are unaware of which skills are essential for success or how effectively they already apply them. PEP identifies and analyses these behaviours, assessing their impact on performance, goal achievement, relationships, and the ability to manage change, while providing clear insights into how individual actions influence outcomes.

PEP also delivers targeted recommendations that align individual behaviour with organizational performance. It identifies counterproductive behaviours, or “Derailers,” that can significantly undermine results and overshadow successes, and explains their consequences while guiding individuals on how to redirect this energy positively. By analysing what employees do or fail to do, PEP helps increase their contribution and enhance overall organizational results.

“The right person with skills around flexibility and adaptability will survive anywhere, in any industry”

– Nigel Paine, former head of people development BBC.

Furthermore, both you and your employees will be able to clearly assess the effectiveness with which PEP skills are applied in the workplace. PEP evaluates on-the-job behavioural changes, enabling a financial return on investment to be calculated and providing clear insight into the value of your investment in your workforce.

### **Robustly Researched**

Originally conducted in the early 2000s, PEP research has been revisited multiple times, most recently in 2019. Its purpose was to identify the factors that enable employees to become effective high performers.

Clients participating in the research defined an effective high performer as an individual who:

- Consistently achieve their goals
- Build rewarding relationships inside and outside the organization
- Initiate and manage change effectively
- Work efficiently and productively
- Stay emotionally stable under pressure

Unlike theoretical models, PEP is based on real-world evidence. Our rigorous, empirical research has produced statistically validated diagnostics that deliver actionable insights for developing top talent.

### **What Makes a High Performer**

PEP identifies the key qualities of successful employees:

- Vision: Clear goals and meaningful impact
- Drive: Focused effort and commitment
- Confidence: Realistic self-esteem and effective self-presentation
- Relationships: Trust, respect, and strong interpersonal skills
- Thinking: Critical, creative, and organized problem-**solving**

**Measured through PEP diagnostics, these traits—combined with potential derailers—show how individuals’ behaviours translate into results that align with your organisation’s strategy.**

All the above scales are subsumed under our meta-scale, Adaptability.

PEP diagnostics measure all of these competencies and, together with potential derailers, analyse their impact on individual performance. This evaluation demonstrates how employees’ behaviours contribute to the results and outcomes your organisation aims to achieve in line with its strategic objectives.



## PEP'S TRACK RECORD OF SUCCESS Real Results

- Over 70% of PEP participants are rated by others as significantly more effective within approximately six months of their initial report.
- Significant reductions in sickness and absenteeism, generating multimillion-pound savings for an emergency services organization.
- A 32% increase in sales resulting from improved team effectiveness at a hi-tech client.
- Zero fatalities and over a 50% reduction in lost-time incidents when PEP formed the basis of a safety programme in an environmental services organization.
- Retention of a major £50M p.a. outsourcing contract, achieved by enhancing the account management team's performance and client service through PEP.

**Your organisation's success depends on the effectiveness of your staff. Enable them to maximise their potential to be successful, productive, achieving.**

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