Executive Assessment Overview

The OGPsynet Story

Dr. Popple, the president of Psynet Group, recently delivered his thousandth executive interview. Imagine the insights that come from listening to executives from a variety of industries, countries, and capabilities. In every executive assessment, he grew a little wiser about the intellectual abilities, attitudes, and drive required to deliver at an executive level.

What problems can we solve for you?

- Time wasted reviewing hundreds or thousands of resumes/interviews for large candidate pools
- Disastrous hires after not identifying narcissists, cheerleaders, impostors, sociopaths, etc…
- Low Retention – losing new hires who are failed to fit with a team.
- Poor results – Falling short of performance goals due to a lack of A- players

People Insights Are the Solution – We Uncover Characteristics Others Can't

Critical and Strategic Thinking
Our online assessment center measures thinking and problem solving skills, capabilities that are the least likely to be measured effectively through an interview with a hiring manager. We confirm these results as part of our proprietary executive interview.

More specifically, our process measures candidates' abilities to:
- Differentiate between strong versus weak arguments
- Prioritize information
- Determine whether or not conclusions follow from the data presented
- Decide whether or not there is sufficient information to make conclusions
- Identify assumptions
- Evaluate arguments as based on assumption, inferences, and emotions or fact based
- Evaluate the impact of emotions on a candidate's decision-making process
- Identify the over-reliance on black-and-white thinking
- Measure the confidence in their decision-making

This assessment was developed using real life problems contributed by OGPsynet clients living in 20 countries.

Mental Models
We measure attributional style because we know that candidates' beliefs about wins and losses is tied to motivation, effort, performance, satisfaction, job perception, compliance, and supervisory style. Candidates' with the right mental models get more done and do it for longer because they are more engaged.

This assessment was inspired by positive psychology and the work of Martin Seligman.

Abstract Reasoning

Our online assessment process measures non-verbal abstract reasoning and problem solving. Scores on this assessment predict problem solving ability and the ability to manage complexity. We recently discovered that it also predicts improvement in strategic thinking abilities following a strategic thinking course, an impactful and effective tool for assessing potential.

This assessment correlates highly with non-verbal IQ measures like the WAIS-V and can predict general intelligence

Needs and Drives

We measure what motivates candidates to follow their mandate at work. Those whose motivations match the role do their jobs better and invest their discretionary time in doing it.

Although most needs and drives are neutral, this assessment also measures harmful drives related to self-deception, bullying, and imploding under stress.

This assessment was developed by us in 1969 and has been revised every two years since 2005.

What the Numbers Say About OGPsynet

- Companies who use only interviews and resume reviews to make hires can only identify A-players 17% of the time. OGPsynet increases the likelihood of hiring a star to 85%.

- OGPsynet has saved its larger clients between $500,000 to $14Million in hiring costs by improving retention and performance.

What Our Clients Say About OGPsynet

"After several disastrous hires, OGPsynet came in and told us that we had this bad habit of hiring for the company we were and not for the Fortune 500 company we had become. We send every new executive hire through their process and have not had a loser since."

Head of Global Recruiting – Fortune 500 Company

"We were high on this guy who had recently left a competitor. Dr. Dave warned us that he would damage the great culture we built so we trusted him and passed, a year later we learned that his bullying caused nearly half of his team (at his new position) to resign and was fired."

CHRO – Multi-National Technology Company

"We were leading our industry in lost employees despite paying above the average and having a fantastic CEO. OGPsynet came in and discovered that our culture is exciting but with more pressure. We used Psybil (OGPsynet's online system) to assess for pressure and within 6 months our 90-day retention rate was back to the industry average."

Chief of Staff – Multi-National Fintech Company

Dave Popple, PhD

Dr. Dave Popple leads Options Group's OGPsynet Division, which is focused on human capital risk management. Dr. Popple and his team have a long and successful track record globally in building frameworks for success through the science and practice of leadership strategy, selection,

development, and succession management. Dr. Popple gained his undergraduate degree a B.A. in Political Science from Texas Lutheran University.

He later took additional coursework in Psychology from the University of Texas in Dallas to meet the entry requirements for post graduate work in Psychology. He was among only six students chosen to enter the PhD program at Texas Women's University and he also attended St. Mary's, University of Wisconsin in Milwaukee and The University of Missouri to earn his PhD.

After successfully defending his thesis, Dr. Popple took additional graduate courses in social Network Analysis from Stanford University, Design Thinking from Virginia Tech, and Entrepreneurialism from the University of Michigan. He was also an adjunct graduate school professor at Marist College where he taught courses in statistics, research, psychotherapy, group dynamics, and philosophy. He has also lectured on strategic thinking, critical thinking, innovation, coaching and mentoring, leadership, management skills, and sales.

As the Head of OGPsynet, Dr. Popple has worked with the leadership of corporations and financial institutions to develop proprietary assessments leveraging applied statistics and research to identify key issues and challenges with these organizations that need to be successfully managed.