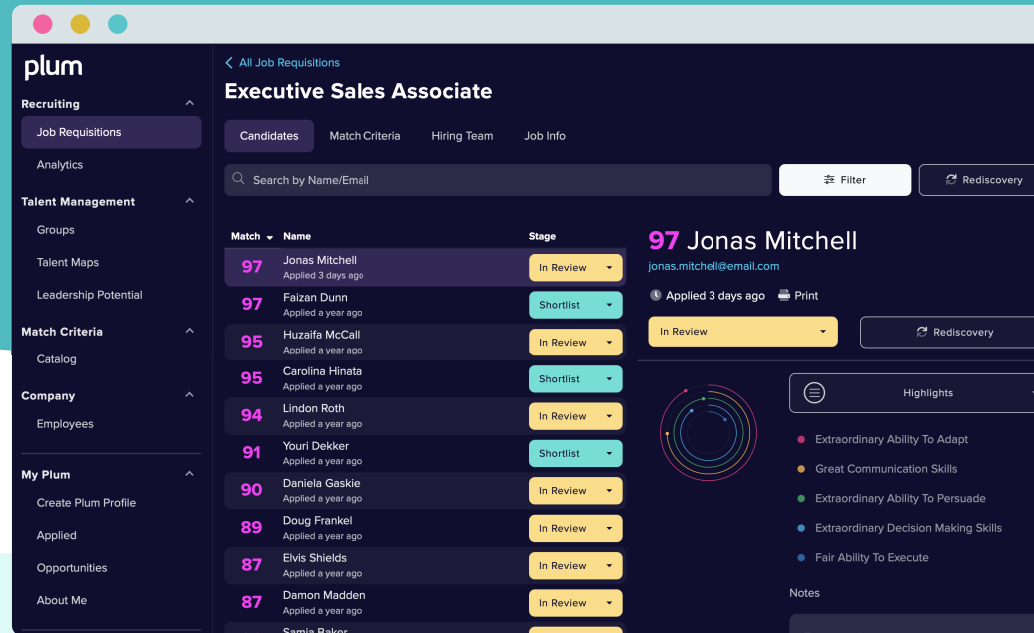# Plum

Make better talent decisions with proven science

With a single psychometric assessment, Plum strips away bias and reveals human potential to revolutionize how global enterprises hire, grow, and retain talent.

What can you do with Plum?

Quantify Job Fit
Match the right people to the right roles

Spot Potential
Objectively identify and start developing future leaders sooner

Grow Your People
Empower them with personalized career insights

Work Better Together
Equip leaders with insights to build high-performing teams

Talents are 4X more predictive of on-the-job success than what you'll find on a resume.

Adaptation

Communication

Conflict Resolution

Decision Making

Embracing Diversity

Execution

Innovation

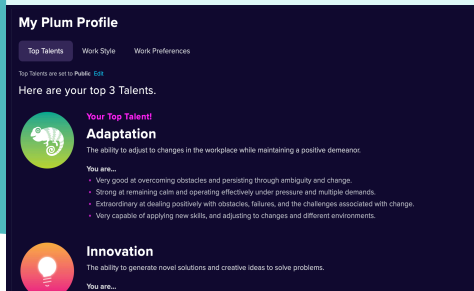**Managing Others**

Persuasion

Teamwork

Plum is built on decades of proven industrial/organizational psychology and measures Talents to predict on-the-job success. Talents are recurring patterns of thought, feeling, and behavior, and they represent our innate abilities and how we are hardwired as humans.

Want to see what Plum can do for your organization?

Book a demo at plum.io/demo
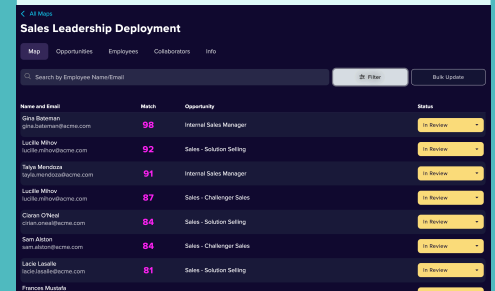
Proven and objective data in 3 steps

1 Personal Profile

My Plum Profile

Top Talents | Work Style | Work Preferences

Top Talents are set to **Public**. Edit

Here are your top 3 Talents.

Your Top Talent!
Adaptation
The ability to adjust to changes in the workplace while maintaining a positive demeanor.

You are...
- Very good at overcoming obstacles and persisting through ambiguity and change.
- Strong at remaining calm and operating effectively under pressure and multiple demands.
- Extraordinary at dealing positively with obstacles, failures, and the challenges associated with change.
- Very capable of applying new skills, and adjusting to changes and different environments.

Innovation
The ability to generate novel solutions and creative ideas to solve problems.

You are...

Understand people's potential

2 Job Analysis

Customer Success Coordinator

Candidates | Match Criteria | Hiring Team | Job Info

Customer Services Role Criteria
All candidates applying to this job requisition will be matched against this criteria.

Execution — CRITICAL
Communication — CRITICAL
Innovation — IMPORTANT
Adaptation — HELPFUL
Decision Making — USEFUL

Execution is critical
Setting goals, monitoring progress, and taking the initiative to improve your work.

This is critical because...
- Remaining committed to pursuing goals and reaching deadlines increases productivity and the quality of work.
- Seeking out challenges contributes to organizational performance and personal development.
- Developing novel solutions and persevering through challenges helps to overcome obstacles.
- Being thorough and detail-focused ensures that expectations are met.

Competencies include:
- Focusing On Quality of Output
- Monitoring Progress
- Setting Challenging Goals
- Taking Initiative
- Following Instructions and Directions

Identify which Talents are needed for success

3 Role Match

< All Maps

Sales Leadership Deployment

Map | Opportunities | Employees | Collaborators | Info

Search by Employee Name/Email | Filter | Bulk Update

Name and Email	Match	Opportunity	Status
Gina Bateman — gina.bateman@acme.com	96	Internal Sales Manager	In Review
Lucille Mihov — lucille.mihov@acme.com	92	Sales - Solution Selling	In Review
Taiya Mendoza — taiya.mendoza@acme.com	91	Internal Sales Manager	In Review
Lucille Mihov — lucille.mihov@acme.com	87	Sales - Challenger Sales	In Review
Cieran O'Neal — cieran.oneal@acme.com	84	Sales - Solution Selling	In Review
Sam Alston — sam.alston@acme.com	84	Sales - Challenger Sales	In Review
Lacie Lasalle — lacie.lasalle@acme.com	81	Sales - Solution Selling	In Review
Frances Mustafa			

Match people to roles where they can thrive

Why Plum?

Proven science

Plum's assessment was developed in partnership with leading researchers at Central Michigan University, and is proven to be highly predictive, valid and reliable for revealing human potential.

Diversity realized

Plum's objective data reduces bias and powers more equitable talent decisions to advance diversity, equity and inclusion in a meaningful way.

Unmatched scalability

A single assessment powers talent decisions throughout the employee lifecycle and across the entire organization.

Positive candidate and employee experience

Plum creates value for every person taking the assessment with personalized profiles that support ongoing growth and development.

Proven results with proven science

Quality candidates

93%

of managers would hire their Plum recommended match again.

Diversity, equity and inclusion

78%

increase in new hires from underrepresented minorities from using Plum.

Employee retention

77%

increase in customers' ability to retain talent with Plum.

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