

# Case Study - Man Investments Personality Assessment

## Company Environment

Man Investments is a leading global provider of alternative investment products and solutions as well as one of the world's largest futures brokers. With key centres in London, Pfaffikon (Switzerland), Chicago, New York, Hong Kong, Montevideo, Tokyo and Sydney, Man Investments is an innovative and progressive firm. Servicing both retail and institutional investors and creating new investment opportunities, Man Investments is a global leader. Listed on the FTSE with over US\$50 billion under management and having achieved one of the largest fund raisings in history, Man Investments is evolving quickly and purposefully. Their presence in Australia creates a servicing hub for the Asia-pacific region utilising their domestic and international resources.

## Business Challenge

Man Investments conducts its own recruitment function, usually via an interview process. Although satisfied with the results gained from interviewing, Man Investments wanted to maintain and improve the quality of the recruitment process by incorporating a personality assessment element into their process.

Future Platform recommended the NEO PI-R be adopted as an assessment tool of normal personality, because of its short completion time and the reliable and valid measurement it provides of global personality. The tool also gives an indication of what type of work environment will motivate and engage the candidate most effectively.

## Evolution in Partnership with Future Platform

An initial meeting with Man Investments' key stakeholders discussed and explored potential solutions to improve their recruitment process.

Once the NEO-PI-R was chosen as the preferred psychological tool, an assessment process was developed by Future Platform, to guarantee all potential candidates underwent the same procedure. This process continued the collaborative approach taken by Man Investments and Future Platform. By utilising technology, Man Investments interviewers receive the candidate's report soon after it is completed to ensure that questioning focuses on any areas of concern raised by Future Platform's registered Psychologist.

## Business Benefits

Each NEO report contains information on the candidate against each of the five domains of personality and raises any areas of concern. Suggested questions for gathering more information at the interview regarding those areas of interest are also supplied.

Over time, company-specific norms can be established and a profile of individuals that have been, and continue to be, successful Man Investments employees