

The Psychometric for Business



Prophet optimises team dynamics for leadership coaching



Psychometrics add proven value to businesses



Source: Aberdeen Group study

+36%

Boost in performance of workforce



Source: Gallup

+21%

Boost in profitability



Source: Society for Industrial and Organisational Psychology

3 x ROI

Every £1 spent produces £3 return on investment



Source: IBM study

+15%

Individual performance



Source: Unilever study

+30%

Employee retention

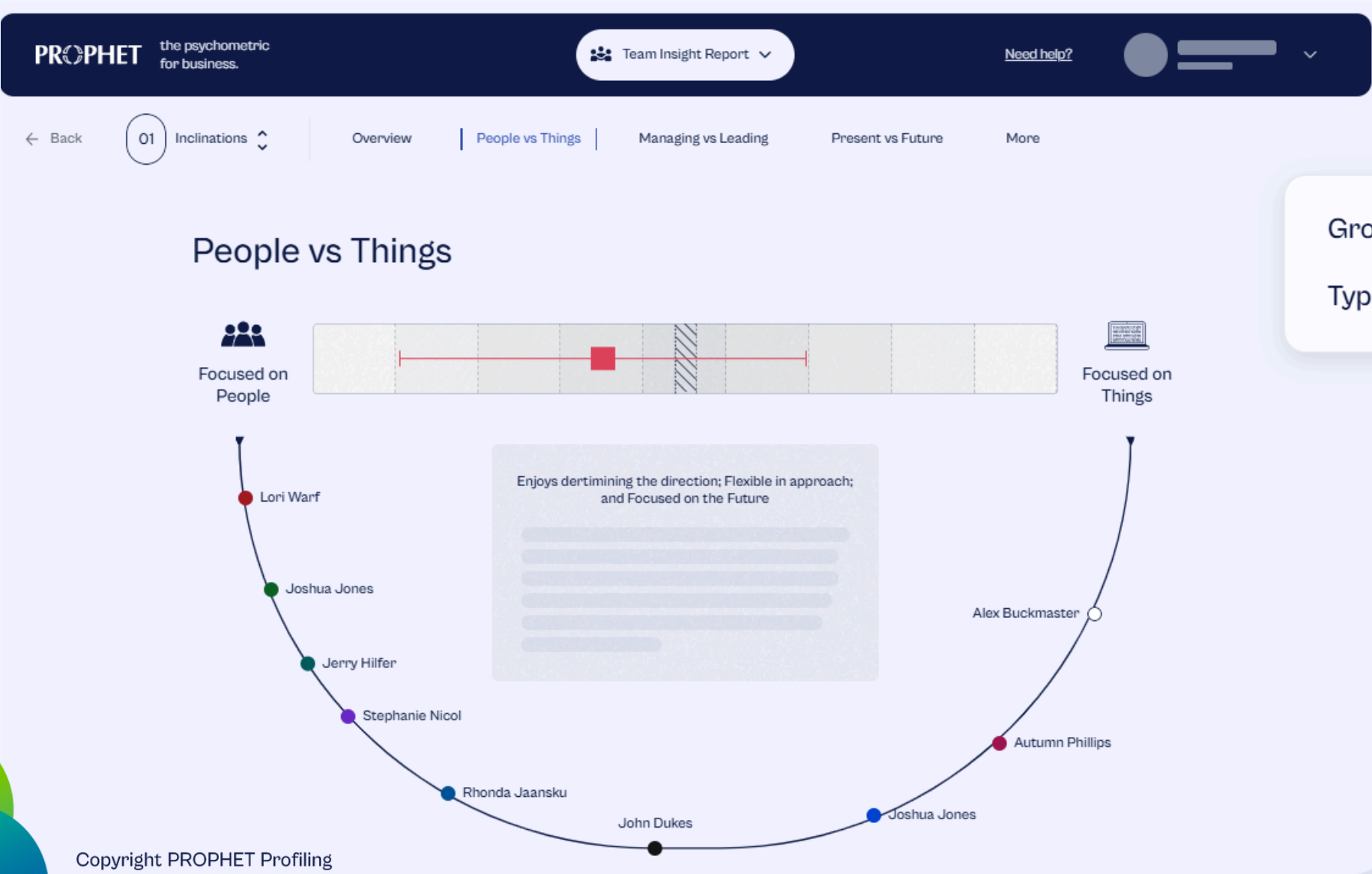


Source: Aberdeen Group study

24%

Less staff turnover

Prophet psychometric solution enriches business relationships for stronger team performance

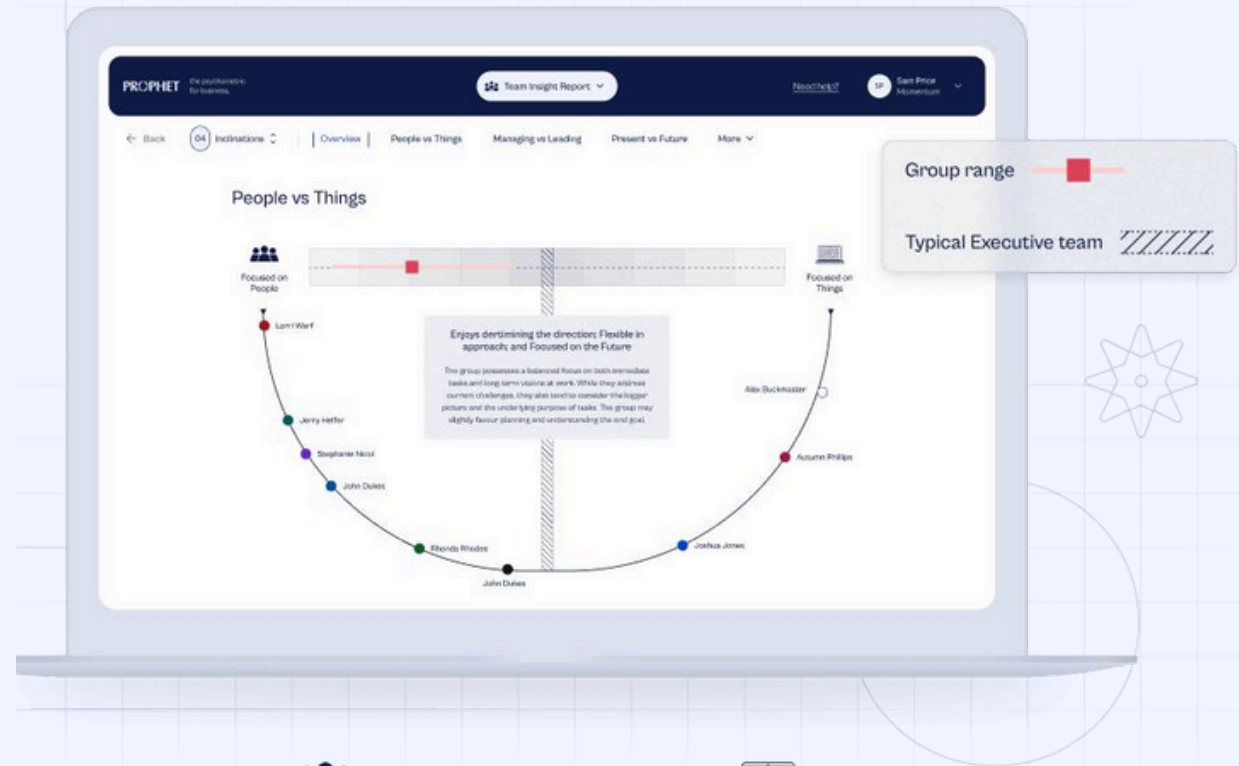


Group range

Typical Executive team

Prophet psychometric solution enriches business relationships for stronger team performance

- ✓ BPS registered
- ✓ Relevant to all business levels
- ✓ Inclusive – not looking for weaknesses
- ✓ Fast and easy to use




Focused on
People

Or

Focused on
Things

How PROPHET compares in the market

Instrument	BPS registered	Valued for relevance at all levels in business	Team insight solution	Inclusive - not looking for weakness	Fast and easy to use	Actionable business-focused advice	Supports successful onboarding	Used for selection
PROPHET	✓	✓	✓	✓	✓	✓	✓	✗
Belbin	✗	✗	✓	✓	✓	✗	✗	✗
16PF	✓	✓	✗	✗	✗	✗	✗	✓
OPQ32	✓	✗	✗	✗	✗	✗	✗	✓
Wave Styles	✓	✓	✓	✗	✗	✗	✗	✓
MBTI	✓	✗	✓	✓	✗	✗	✗	✗
Hogan PI	✓	✓	✓	✗	✓	✗	✗	✓
FIRO-B	✓	✗	✗	✓	✓	✗	✗	✗
Thomas Kilmann	✗	✗	✗	✗	✓	✗	✗	✗
Insights Discovery	✓	✗	✓	✗	✓	✗	✓	✗
Clifton Strengths, Gallup	✓	✓	✗	✗	✗	✗	✗	✓
Thomas /TMI / DISC	✓	✗	✗	✗	✓	✗	✗	✓
SDI	✗	✗	✗	✓	✓	✗	✗	✗
NEO PI-R	✓	✗	✗	✗	✗	✗	✗	✓
Strengthscope	✓	✓	✓	✗	✗	✗	✗	✓



Our team prophet feedback helped us work together to understand individual strengths and weaknesses and how we fit together as a "whole" team. This helps us all in the team to deliver what we need to and understand where we might be weaker in delivery but also how we work together.

NHS Executive Team feedback



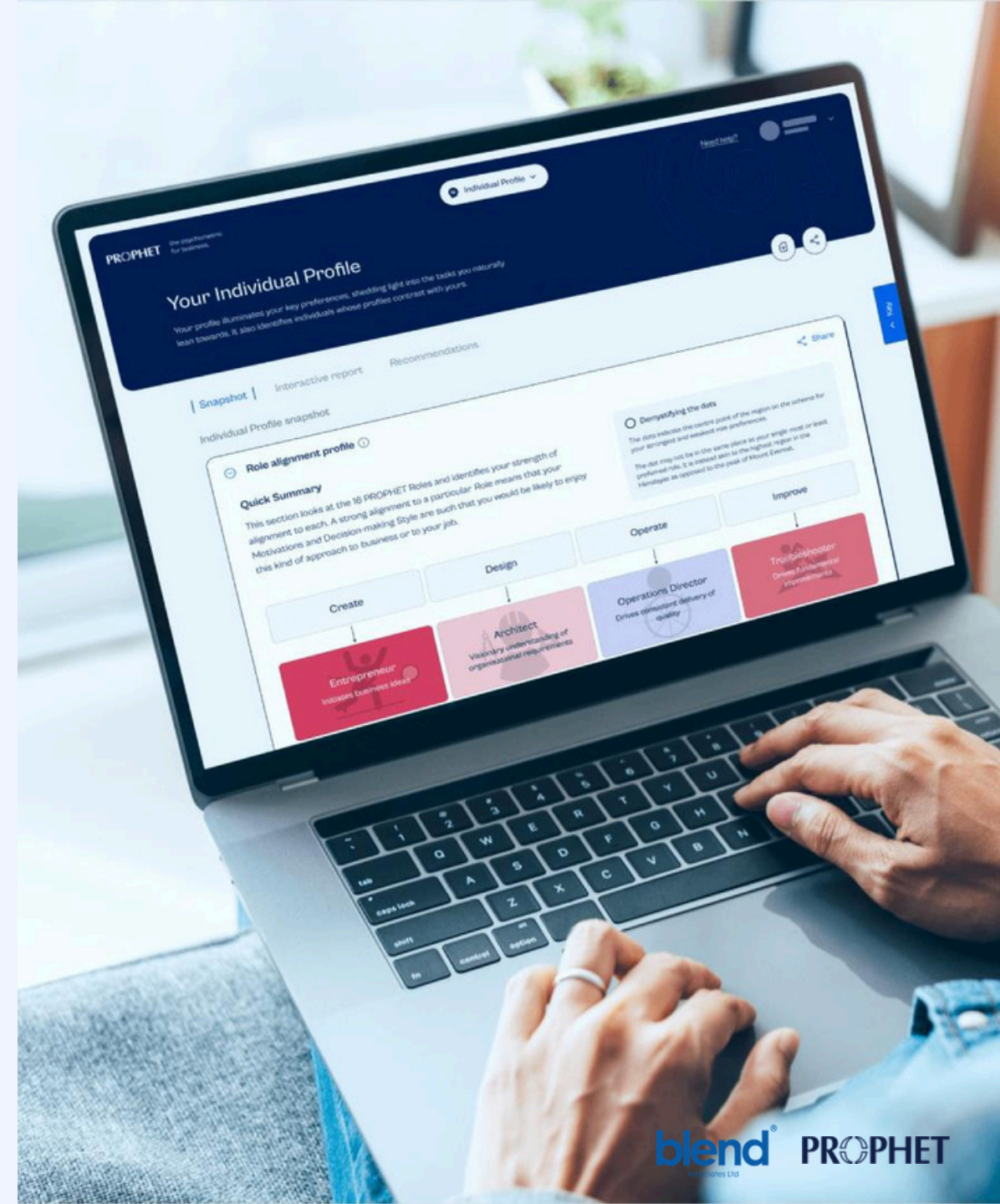
Individual Profile

The foundation of our approach

Our unique 15-minute questionnaire produces validated insights revealing self-awareness and productivity levels. Designed for ease of use, it can be interpreted in standalone format, online on any device, anywhere.

Use the Individual Profile to:

- Enhance self-awareness and personal development
- Gain a comprehensive view of candidates during recruitment
- Streamline onboarding once hiring decisions are made
- Facilitate team-building efforts
- Support transformation planning
- Provide guidance in coaching initiatives
- Help managers better understand their team members
- Drive leadership development programs
- Promote culture change initiatives





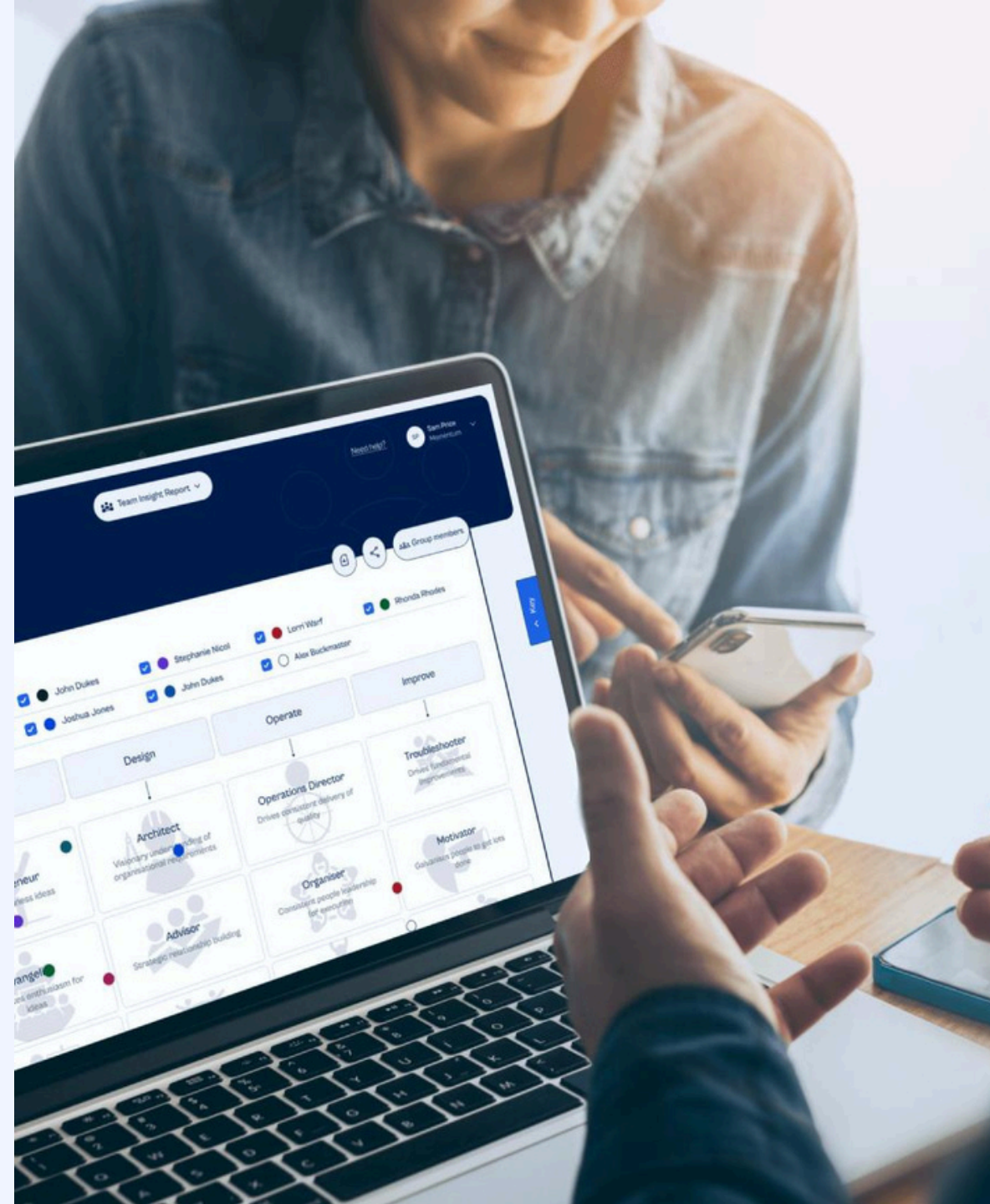
Team Report

Revealing the team's hidden dynamics

Team leaders must optimise overall performance, individually and collectively. By consolidating individual profiles, the PROPHET Team Report reveals the team's dynamic, its members' relative strengths, and offers an insight-led approach to collaboration.

The Team Report serves as a powerful foundation for team meetings or workshops, supporting:

- Newly formed teams, yet to achieve unity or share trust
- Existing teams, refocusing after a change in objectives or strategy
- Senior teams seeking higher performance
- Multi-disciplinary teams with functional bias who need to collaborate
- Cross-functional, virtual and matrix teams that must unite in pursuit of a shared goal





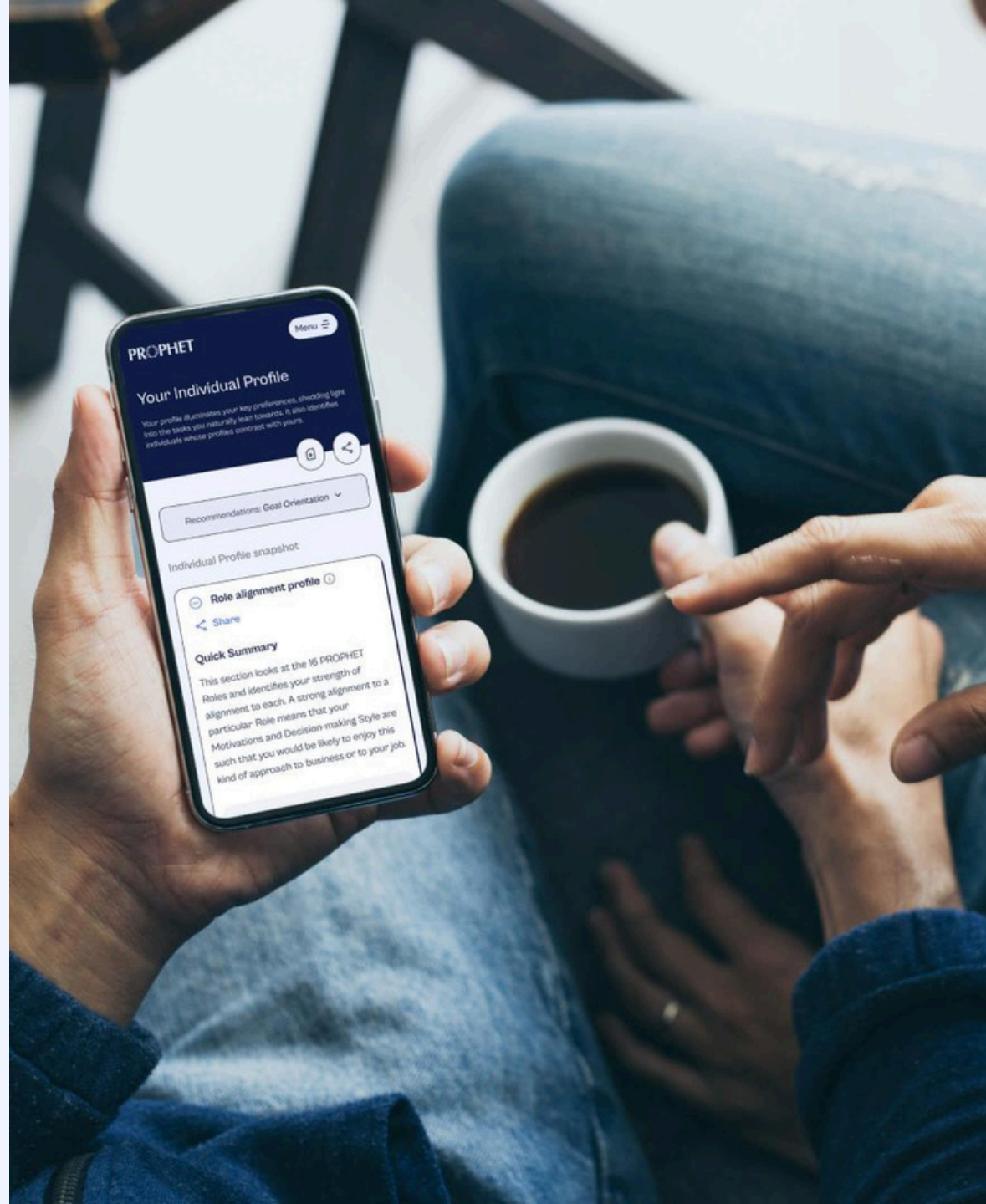
Pivotal Relationship Report

Harnessing the power of two-way collaboration

Through the cross-analysis of two people's profiles, this report reveals the similarities underpinning their relationship, and the differences they can exploit. The report is a powerful and proven support for relationship contracting or interpreting behavioural conflict.

Use the Pivotal Relationship Report for:

- On-boarding, when key relationships require a fast, effective start
- Established relationships, if a lack of alignment means the relationship requires review and resetting
- Team initiatives, where a facilitator focuses on a pivotal relationship to boost overall team performance





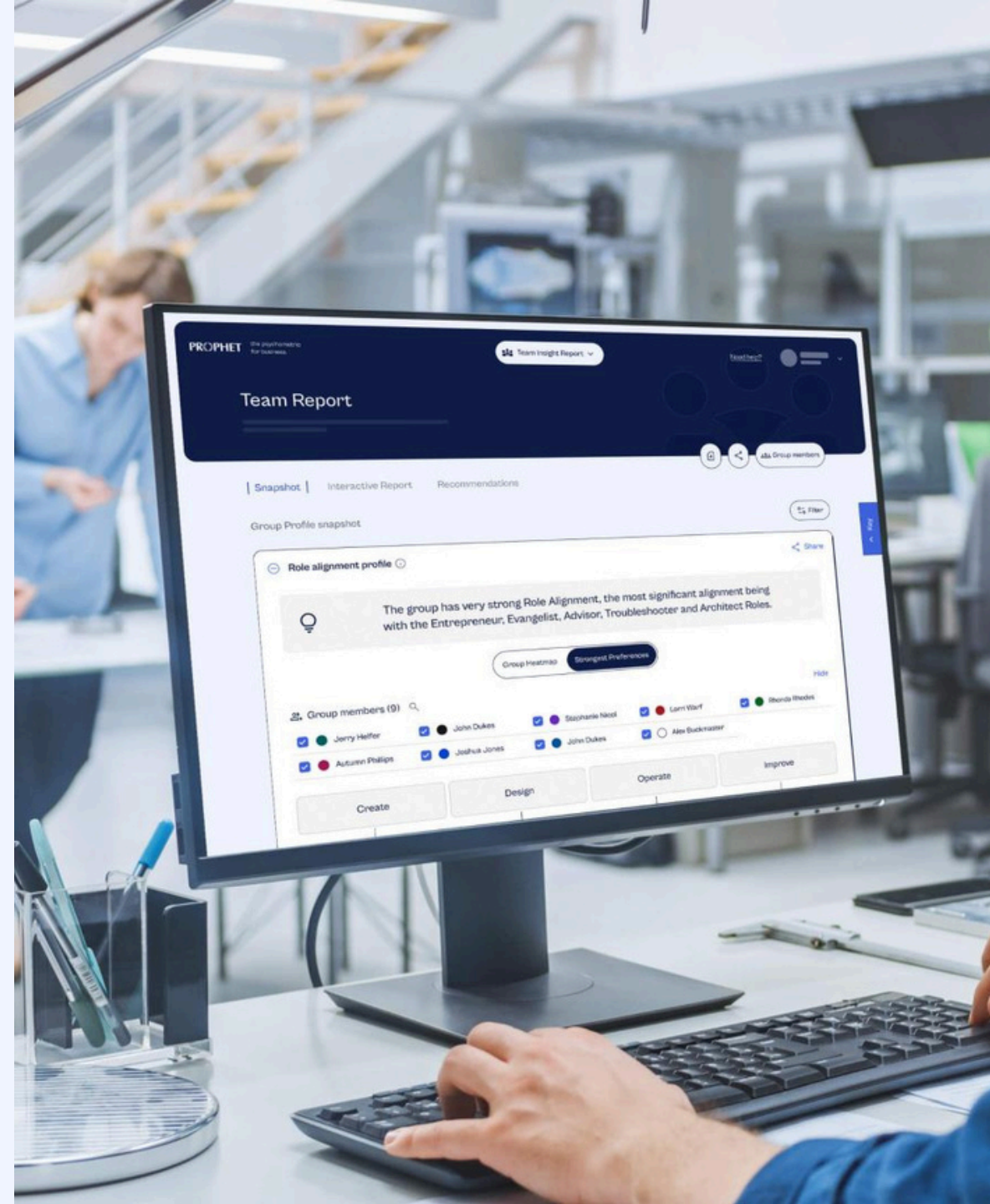
Organisational Report

Supporting successful strategy implementation

The PROPHET profile repository allows certified users to create dynamic views of team or client combinations, tailored to the client's organisational design. It supports amalgamating thousands of profiles into a single report, including sub-teams, layers, silos, and changes in team composition for engaging and creative presentations.

Use the Organisational Report to:

- Support leaders post-restructure to guide teams effectively
- Tailor communication and development during strategy formulation and implementation
- Gain insights into team dynamics, cross-team collaboration, and company culture
- Identify trends in organizational design across layers, silos, functions, and teams
- Provide insights for consulting projects on large team dynamics



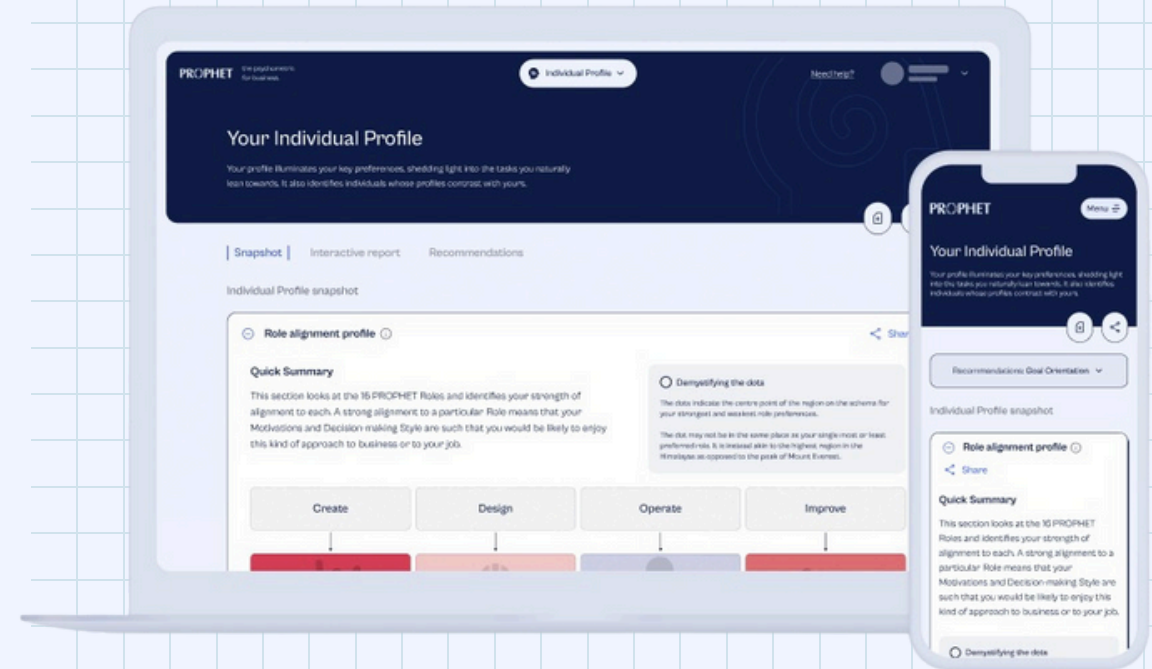


Delivered through a clear intuitive digital platform

A secure, frictionless, self-serve experience designed around clients' needs.

Key features:

- Order, compile and amend Reports
- Issue invitations to individuals to complete PROPHET
- View status
- Send reminders
- Update and edit team composition
- Share reports with individuals and teams, and their stakeholders
- View profiles and reports
- Manage account and credits





Blend coaches enhance your client connection using:

✓ One-to-one coaching

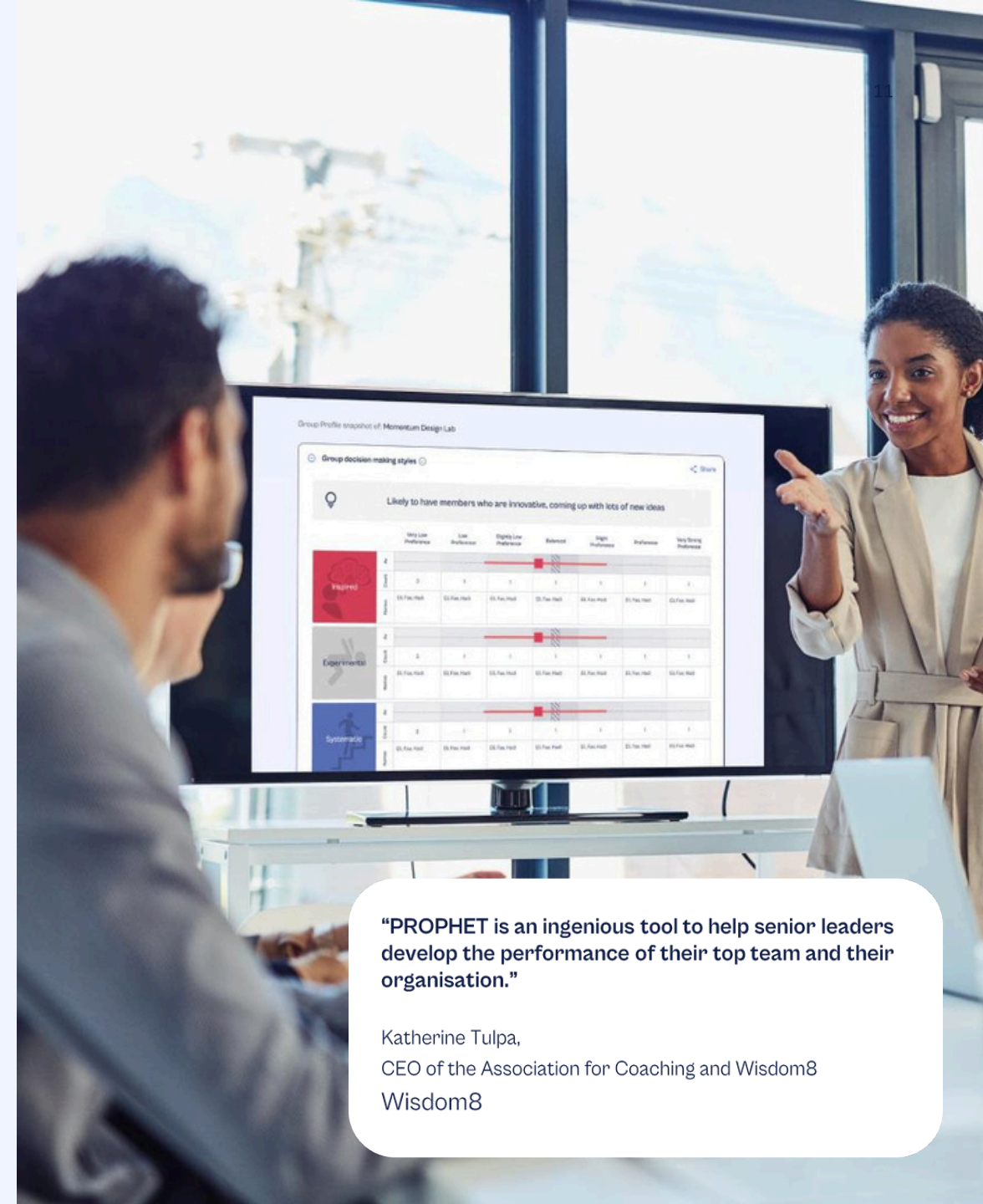
The Individual Profile's personal insights help your clients recognise their behaviour, and strengthen their relationships.

✓ Team coaching

Share insights into workplace dynamics, helping leaders and managers to better understand their colleagues, and overcome barriers to progress.

✓ Organisational insight

Share insights into workplace dynamics, helping leaders and managers to better understand their colleagues, and overcome barriers to progress.



“PROPHET is an ingenious tool to help senior leaders develop the performance of their top team and their organisation.”

Katherine Tulpa,
CEO of the Association for Coaching and Wisdom8
Wisdom8

Introducing the Blend Prophet Coaches



Amanda Reynolds

Amanda is founder and MD of Blend Associates Ltd with access to a faculty of 30+ coaches. She has a special interest in coaching women leaders to thrive. Amanda started out as a mental health nurse, running clinical services throughout her career up to board level in the NHS and was a senior civil servant in the Department of Health. Amanda holds a master's Certificate in Executive Coaching and Mentoring and is a certified in several psychometric profiling tools (MBTI, TKI, PROPHET and more recently Resilience at Work). She also holds a CEDR certificate in Employment & Workplace mediation. Amanda is a published author and holds an MBA.



Anne Osborn

The focus of Anne's coaching portfolio has been supporting individuals and teams in the NHS facing individual or organisational performance issues, operational pressures, resilience issues, stress from workload or external pressures. Anne is experienced in supporting those facing career changes, challenges and taking on new roles. Anne is able to operate within established, emerging and changing environments. Anne's approach works well for those who want to work through issues in a supported way whilst finding it helpful to be stretched and challenged in a professional and respectful way.



Becky Seale

Becky is a leadership development consultant, social innovator and coach. She is experienced working with national government, local providers, commissioners and within communities to support systemic change in leadership, equality and power. An experienced facilitator with a Diploma in Professional Coaching Skills, a course accredited by the International Coaching Federation and a certification in MBTI (Myers Briggs) and the Prophet Team instrument. Becky can offer 1:1 and group-led coaching with a range of leaders, particularly where they are seeking to lead differently, increase shared ownership or empower themselves to overcome barriers to their success.



Caroline King

Caroline is a careers & skills development coach. She holds a professional careers guidance qualification & provides clients with a safe space in which to explore their ideas & options. By providing clients with a range of coaching tools & techniques, they are supported to focus on what they want to achieve & identify what they need to do in order to get there. With over 20 years' experience supporting clients to develop their skills, clients value her insights and practical, calm approach. PROPHET enhances her impact as a career and development coach..

Introducing the Blend Prophet Coaches



Chris
Rogers

Chris has been a professional Executive Coach since 2007 with over 1500 hours of coaching experience, helping clients from some of the world's biggest organisations to transform their business impact. He previously enjoyed a 25-year successful HR career in blue chips and public sector organisations. Chris holds an MA in Strategic HR Management, a Post Graduate Certificate in Executive and Business Coaching from Leeds Beckett University and is accredited as a Senior Practitioner by the European Mentoring and Coaching Council. He is also certified to use a range of 360 and psychometric tools, including MBTI, PROPHET and FIRO-B. He enjoys working with senior leaders, and their Executive teams, to drive cultural change within the organisational system. The coaching Chris provides is curious, intuitive, pragmatic, and empathetic.



Diana
Dawson

Diana Dawson is an Executive, Career and Wellbeing Coach. She is an Accredited Master Coach with the Association for Coaching, a qualified Career Coach and Counsellor and Business Psychologist specialising in Executive, Career and Wellbeing Coaching. With over 20 years' experience of working with individuals and organisations, Diana has supported and enabled hundreds of people to achieve their individual and career goals. Diana uses psychometric instruments such as MBTI and PROPHET to deepen her work with clients.



Hilary
Lees

Hilary is an experienced Executive & Career Coach, Trainer & Facilitator, & a former Occupational Therapist with 20 years' clinical experience in NHS mental health services. She supports senior leaders to build their resilience & leadership capacity so they can confidently deal with the complex challenges they face. She combines her mental health expertise with her leadership coaching, helping clients in the National Health Service, SMEs and private sector organisations to overcome stress and burnout and bring out their natural creativity and resourcefulness, reinvigorating them to effect positive change to their teams and improve the service they provide. Hilary uses PROPHET to dig deeper with leaders in coaching.



Jill
Savage

Jill is a professional & mental fitness coach who has both passion and purpose for well-being; enabling you to manage your mind to achieve optimal performance at work & at home. She helps leaders to achieve a balanced mind through managing thoughts, regulating emotions & cultivating more purposeful behaviours even through stressful times. These are all valuable skills for developing emotional, mental, & physical well-being for enhancing leadership performance, emotional intelligence, & productivity. Jill uses PROPHET to enhance self-understanding.

Blend Prophet Coaches Continued...



**Jo
Shuttlewood**

Jo's coaching experience spans over 20 years. She has robust psychological training balanced with a pragmatic approach. What matters to Jo is that she provides the next learning leap for individuals and groups in a fully supportive and stretching way. She wants learners and leaders to feel the success of implementing their learning into their work life. It matters to her that both the organisation and the individual benefit from the work she does, in a positive and grounded way. She has a wealth of experience in leadership & management development, coaching and mentoring training as well as a practicing as an executive coach and mentor. She has facilitated teams to, largely, create vision, purpose and strategy. Jo enhances her work using PROPHET with individuals and teams.



**Michael
Golding**

Michael is focussed on providing Individual, Relationship and Team Coaching for people working within the public and not for profit sectors. He believes that quality coaching is about maintaining the balance between challenge and support. The coaching connection enables deep reflection on where personal challenges lie which then leads to identifying the resources needed to manage them more effectively. PROPHET enhances his impact as a coach to individuals and teams.



**Nick
Allen**

Nick qualified as an executive coach in 2002 and has been coaching, facilitating and running development programmes ever since. He has worked across a range of private, public, and NGO sectors, both in the UK and wider afield. He is a specialist at working with intercultural teams and debriefing psychometrics and leadership 360 surveys. He is qualified on several different psychometric instruments including PROPHET and enjoys using their structure. Clients describe him as an 'active' coach who sensitively challenges assumptions and patterns of behaviour, whilst facilitating learning, self-exploration, and the uncovering of new thinking. Nick is deeply committed to working with people who wish to lead their departments and organisations towards a more sustainable future. His BSc and MSc degrees are in environmental sciences.



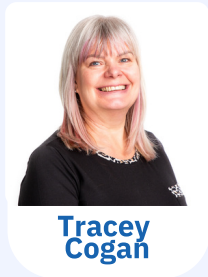
**Richard
Wade**

Richard is an experienced Leadership Coach who has worked with a range of leaders across a variety of sectors. He has 25+ years' experience in senior HR, Leadership Development and Organisational Development roles and has been a member of several Executive Leadership teams. He has a particular interest in supporting individuals who have recently made (or are about to make) the transition into more senior roles. Richard is a Fellow of the Chartered Institute of Personnel & Development and is accredited to use a range of psychometric instruments including MBTI, PROPHET and Insights Discovery.

Blend Prophet Coaches Continued...



Susie is an accredited coach and therapist. She is a qualified couples counsellor, trauma therapist & supervisor. Her twenty years' experience as a counsellor add a depth to her executive coaching creating a therapeutic coaching model that has been embraced by leaders in many fields from barristers & lawyers to team leaders and business owners. She is passionate about challenging the status quo & has written her autobiography as well as a novel on the impact of domestic abuse. Susie uses PROPHET to drill deeper into the skills and impact of the individual or team.



As an experienced executive and leadership coach, Tracey has focused on mindset and behaviour change with individuals as part of 1:1 coaching and transformational change, collaborative working, and system leadership within organisational development. She has held roles as a senior leader in the NHS at local, regional, and national level for twenty-five years. Tracey's roles at national level in the NHS and Education involved working close to ministers and influencing and designing delivery of national programmes. Most recently she has worked as a Regional Director at NHS England in the East of England. Tracey is trained to deliver PROPHET psychometric profiling to individuals and teams.



PROPHET



Contact us

Please get in touch to discuss PROPHET further



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PROPHET seeks to improve how teams work together, promoting stronger relationships. By harnessing the value of diverse thought, opinion and outlook, PROPHET aspires to make every workplace more collaborative and successful.