



Professional and Managerial Assessment



Challenges You Face

- Are you identifying the best people for the job?
- Who will be the most successful and satisfied in their job?
- Are your current employees doing the right things? The important things?
- Are people progressing in their career development?
- Are they demonstrating the desired behaviors that lead to success?
- Are your development efforts getting results?

Assess can help you define success and determine who is the best fit when evaluating internal and external candidates. Your current employees receive individualized developmental feedback and guidance to achieve their highest potential. The organization can measure performance progress and target future goals for job effectiveness.

"We started using Assess in the selection process for new managers coming into the organization. That's testimony to our belief in its ability to predict future performance. We believe in the value Assess brings to us not only in identifying and helping us develop talent but also in helping us select new talent as well."

Stan Fletcher
VP of Executive Development and
Succession Planning,
Brinker International



What is **Assess**?

Assess is a web-based talent assessment platform that provides in-depth assessment for selection and development of managers and professionals. Developed by organizational psychologists and written in business language, Assess incorporates personality and intellectual ability assessments, behavioral feedback, and performance measurement to evaluate people against a model of success.

By using the competency-linked components of our **Assess** System, organizations can target selection efforts, guide development for the highest gain, and hold employees accountable for their improved performance.

How can you use Assess in your organization?

- Competency Modeling
- Selection Assessment
- Leadership Development
- Coaching for Performance Improvement
- Succession Planning
- Performance Measurement

Define Success



Competencies define superior performance. At its foundation, **Assess** uses an extensive competency library coupled with an efficient modeling process (SSM) to define custom success models. SSM is a facilitated process with job content experts which allows you to build a model in days, not months.

Once models are defined, **Assess** seamlessly integrates the models into the assessment platform. Then it interprets assessment results based on these targets through selection reports, development reports, and 360° feedback.

You can also use **Assess**' general models (Executive, Manager, Sales Manager, Supervisor or Individual Contributor) or link to your organization's existing models using the **Assess** competency library.

"The Assess SSM process has become a "go to" tool for our consulting practice. It is a practical, fast, and efficient process that we have used to create buy-in for leadership development, culture change, succession planning, and change management programs with a variety of international clients... It has been particularly useful in helping to bridge language, geographic and cultural difference when working with multinational businesses..."

Private Consultant

Link your competency model to our extensive library of competencies and resources. Use a general model or, if you don't have one, let us help you easily define the model of success.

Define Success

Assess Library



Hire the Best



- Personality
- Ability
- Implications for Competencies

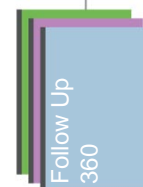
Develop & Measure Excellence



- Personality
- Ability
- Implications for Competencies



- Feedback on Demonstrated Competencies



- Measure Behavior Change



- Improve Current Effectiveness
- Develop Leadership Potential

Evaluate Impact



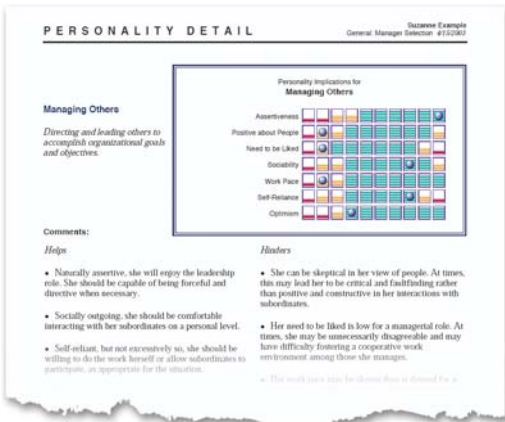
- Hold People Accountable

Hire and Promote the Best

Assess Selection Reports

Assess integrates a series of assessments to evaluate job fit based on your organization's model of success.

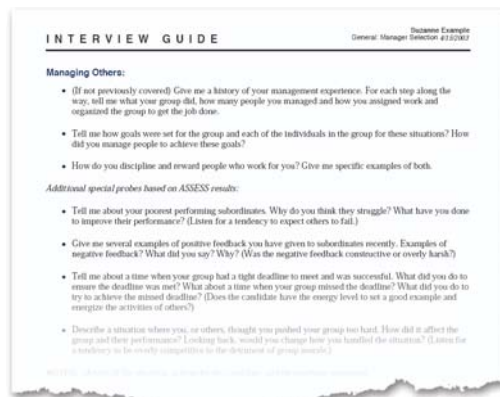
- Feedback is focused on work-related personality and intellectual abilities.
- Competency-based reports provide additional insight into those factors that help or hinder the display of job-specific competencies.
- Competency-based interview guides help you target critical areas.
- Customization options include: link to a competency model, validate a success profile, etc.



Reports are customized to your competency model.

Assess measures 25 personality dimensions. For each competency, the critical dimensions are highlighted and analyzed.

Respondent scores falling in the green range indicate areas of strength or "fit" with the competency. Scores falling in the red or yellow zones indicate areas of concern.



In-depth structured Interview Guides are provided for each competency, and follow-up interview probes are provided for each area highlighted as a potential concern on the personality assessment.



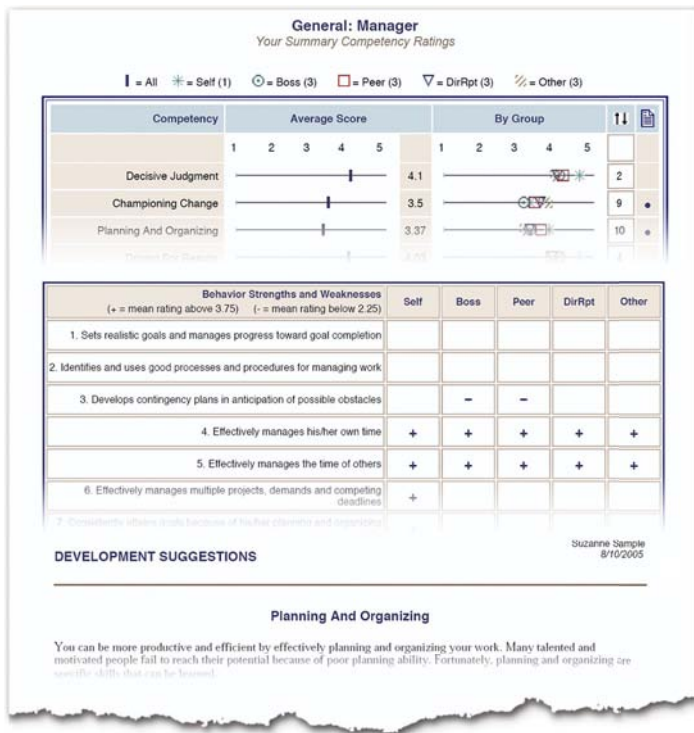
Management suggestions help with onboarding new hires. **Assess** Development Reports provide more detailed feedback to the individual.

" I love the integration and the fact that hiring managers can see the results themselves and don't have to rely on anyone to provide that information to them. The feedback I get is that we are getting better-quality candidates who do better in the training sessions, and we get candidates a lot quicker than in the past. "

Manager of Talent Services,
Major Transportation Company

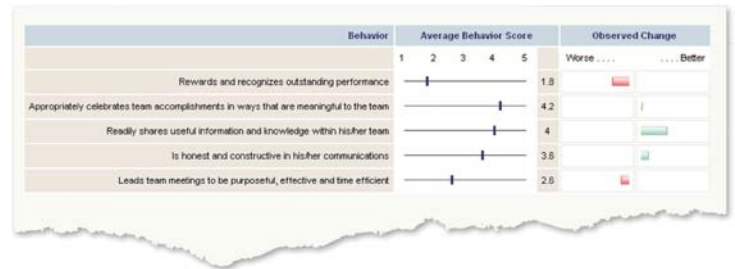
Assess 360

Assess 360 represents the next generation of multi-rater feedback tools. Like most 360° tools, **Assess 360** collects and reports anonymous feedback from an individual's peers, boss, direct reports, customers, etc. But, **Assess 360** is anything but typical – it offers a powerful combination of flexibility and depth of content.



- Dimensions and behaviors populated directly from your organization's competency model
- Comprehensive feedback including competency rankings, behavior ratings, detailed development suggestions and action planning guidance
- Efficient process – rate multiple people at the same time
- Easily customized to include company specific development resources
- Create customized open-ended questions to ask for specific rater feedback
- Use as a stand-alone development tool or as a compliment to the Assess Competency-based Development Report for a deeper developmental experience

Focus 360



Focus 360 is an abbreviated 360° feedback module, measuring observed change, over a period of time, for a group of targeted behaviors. It allows the individual and the organization to track performance – facilitating accountability for personal development.

Participants build their “mini” follow-up 360° survey on behaviors they are committed to change. Feedback is focused on those key areas. Reports show the result of participant development efforts and provide a checkpoint to take stock and recalibrate.

Assess Progress - Evaluate Impact

Assess Progress is a web-based performance appraisal module to facilitate the review process.

Why use **Assess Progress**?

- Benchmark current capabilities
- Develop talent around workforce competencies
- Convey expectations for current performance and future roles
- Foster responsibility for self development

Its efficient online performance rating process and dashboard functionality allow for simultaneous ratings on multiple criteria and guidance on future goals and developmental areas.

Assess Progress facilitates thoughtful and productive development discussions with access to in-depth developmental suggestions for each competency area.