



ASSESSMENT SERVICES

Overview:

The assessment process is conducted within the business context to determine personnel needs to achieve the organization's, business unit's or team's goals.

- **Assessment for Selection** to determine best fit with position, team and organization among candidates for a vacant or newly created position for a new hire or promotion step
- **Assessment for Individual Development** to determine the strengths and development areas of an executive for the purpose of personal and professional growth and/or for correction of a problem
- **Assessment for Team Development** to determine the contributions individuals make to a team or to develop a team profile for the purpose of team development or organizational change
- **Assessment for Organizational Development** to determine the leadership potential, strengths and development areas of individuals, teams or groups for the purpose of building bench strength, talent management and/or succession planning

Process:

All assessments involve a systematic approach that is grounded in a clear delineation of the requirements of a successful leader compared to the results of a combination of metrics, personal interviews and observer feedback.

- Clarification of critical strategic, operational and internal/external business imperatives with necessary position imperatives
- Delineation of behavioral enablers of success as well as desired experiential and psychological attributes
- Examination of the role, function, team and organizational issues to determine best fit to complement existing personnel and culture
- Complete assessment with the use of instruments, as well as behavioral interviews that may also involve a 360-degree perspective from observers
- Recommendations for next steps based on assessment instruments, interviews and observer feedback; degree of fit with requirements as defined; identification of strengths and development areas to be addressed