



Professional and Managerial Assessments



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.

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?

- Selection - additional voice in the selection process
- Development - identify specific individual growth needs
- Leadership Development
- Coaching for Performance Improvement
- Succession Planning
- Performance Management



Define Success

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Competencies define superior performance. At its foundation, **Assess** uses an extensive competency library.

General Competency Selection and Development reports for:

- Executive
- Sales Manager
- Manager
- Supervisor
- Professional or Individual Contributor

Assess® General Competency Selection reports for Executive, Sales Manager, Manager, Supervisor, and Individual Contributor also offer a more condensed version Hiring Manager report. The Hiring Manager report makes review of the results more efficient.

The Assess™ & {] ^ ^ } & ^ Á [á ^] ! [& ^ • • Á has become a "go to" q [| Á ^ ; Á our consulting practice. Q & Á 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 multi-national businesses...

Private Consultant

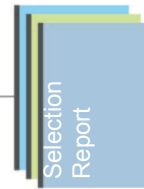
Link your competency model to our extensive library of competencies and resources. Use a general model or, if you don't have one, let us help you easily define the model of success.

Define Success

Assess Library



Hire the Best



- Personality
- Ability
- Implications for Competencies

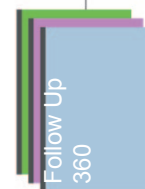
Develop & Measure Excellence



- Personality
- Ability
- Implications for Competencies



- Feedback on Demonstrated Competencies



- Measure Behavior Change



- Improve Current Effectiveness
- Develop Leadership Potential

Evaluate Impact



- Hold People Accountable

Contact: Select, Assess & Train

Tel: 919-787-8395

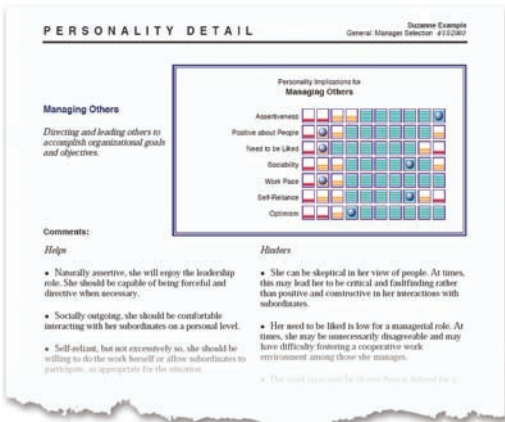
Email: info@selectassesstrain.com

Hire and Promote the Best

Assess Selection Reports

Assess® integrates a series of assessments to evaluate job fit. These assessments are available in a variety of languages.

- Feedback is focused on work-related personality and intellectual abilities.
- Competency-based Selection reports provide additional insight into those factors that help or hinder the display of job-specific competencies.
- Standard Selection reports offer 70+ industry and job-specific graphic profiles.
- Interview guides help you target critical areas and Management suggestions help with onboarding new hires.



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 can then provide more detailed feedback to the individual.

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