

Assessment Process and Levels

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ATTACHMENT 5
UNRESTRICTED

We offer three levels of LeaderFit assessment for selection and development:



LeaderFit Benchmark

1) Online assessment that evaluates potential in terms of:

- Solving problems
- Influencing people
- Adapting approaches
- Delivering results

2) Standard report:

- Scores are presented in terms of LeaderFit model using a Sr. Manager & Executive norm group

3) Client debrief of results

Typical Target:
Selection, Development for Early Career, High Volume Roles



LeaderFit Benchmark Plus

1) 1.5-hour competency-based interview + 3 online assessments that evaluate :

- Leadership tendencies
- Potential for derailment
- Individual values and potential culture fit

2) Partly customized report:

- Top strengths & risks
- Leadership competency ratings
- Recommendations for closing skill gaps

3) Client & Candidate Debrief

Typical Target:
Selection, Development, Succession for Mid-Career



LeaderFit Executive Assessment

1) Psychometric/cognitive tests+ ½-day interactive discussion:

- Business simulation
- Looking Glass Questionnaire
- 360 interviews or survey
- Two partners involved in face-to-face assessment portion

2) Customized assessment report:

- Readiness Designation
- Strengths/Risks vs. global norms
- 360 inputs summary
- Development recommendations

3) Client & Candidate Debrief

Typical Target:
C-Suite Selection and Succession Planning/Development



Psychometric Tools

The backbone of the LeaderFit™ method consists of three Hogan psychometric instruments that measure leadership style and potential and our proprietary *Looking Glass* questionnaire

Hogan Personality Inventory (HPI) is a measure of normal, or bright-side personality – qualities that describe how we relate to others when we are at our best

Hogan Development Survey (HDS) describes the dark-side tendencies that emerge in times of increased strain and can disrupt relationships, damage reputations, or derail people's leadership

Motives and Values Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and the culture that leaders will create

