



FACTS

LEADERSHIP INSIGHT INVENTORY

A HOLISTIC ASSESSMENT OF LEADERSHIP POTENTIAL

Will that candidate with the interesting résumé make a good manager? Will that solid individual contributor be effective as a supervisor? Are there potential leaders among your staff, waiting to be discovered?

The world is full of people with the potential to become effective leaders—people with the right blend of skills and the motivation to lead and inspire others to perform at a high level. But identifying them can prove challenging, whether from the ranks of your existing employees or from outside of the organization.

While post-hire training and development can help polish a “diamond in the rough,” it can’t make up for a bad hire—someone who just isn’t cut out to lead others or, worse, whose leadership actions and decisions cause more harm than good to your organization’s performance, reputation, or people.

Because so much is riding on the outcomes of their leadership hiring decisions, most organizations can benefit by supplementing traditional selection methods with assessment tools.

DDI’s Leadership Insight Inventory is a convenient and highly effective way to identify leadership talent and find those people with the competencies and personal attributes to succeed as a leader. Often used in conjunction with interviews, simulations, and job performance data, the Leadership Insight Inventory is a critical indicator of leadership talent for supervisory and managerial positions.

THE BENEFITS

A fast and efficient method for identifying leadership talent.

Candidates complete the inventory online and their responses are scored and available to you immediately. You receive a clear picture of their strengths and growth opportunities. It’s fast, efficient, and highly accurate in predicting which candidates will make effective leaders.

Save time and money.

The Leadership Insight Inventory helps you identify the most qualified candidates early in the hiring or promotion process, so you interview or further assess fewer people to fill open positions. In a talent identification process, it targets those who yield the best return from accelerated development.

Avoid “selection mistakes” by increasing accuracy.

You gain an accurate and objective assessment of candidates’ leadership talent—one that helps identify the best talent among candidates. Assessment results also can be used to identify those best suited for accelerated leadership development.

THE DETAILS

Assessment results include the following outputs:

- > An assessment profile report that evaluates candidates on leadership success factors on a scale ranging from Considerable Strength to Substantial Growth Opportunity.
- > A behavioral interview guide that managers can use to further explore inventory results.
- > Development guides to support individuals' efforts to enhance performance.

How It Works

Participants answer questions in three areas: (1) leadership disposition, (2) leadership judgment, and (3) effective leadership approaches.

1. Leadership Disposition

Candidates are evaluated on several personal attributes linked to effective leadership performance:

- > *Engages People*—Attends to the needs and feelings of others to develop effective work relationships with direct reports and others; relates easily to people; inspires and works well with others.
- > *Sustains a Positive Outlook*—Approaches challenges with visible confidence; remains realistically optimistic when pursuing objectives.
- > *Drives Toward Success*—Possesses an energetic and tenacious achievement orientation.
- > *Shows Discipline*—Takes a structured approach to managing self and others; makes well-informed decisions related to strategy and tactics; maintains high work and ethical standards.

- > *Inspires Confidence*—Exhibits leadership qualities that elicit trust in direct reports.
- > *Demonstrates Learning Agility*—Rapidly learns and applies new information to work issues and problems; demonstrates a continuous learning orientation.

This section of the inventory contains questions similar to the following:

Instructions: Respond to the following questions by indicating your agreement with each statement using the scale below:

1	2	3	4	5
Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree

- I have few connections with important people where I work.
- In the long run employees get the promotions they deserve.
- I know the answers to many questions.
- There is a direct connection between how hard I work and the performance appraisal ratings I get.
- I am not always able to focus on work I should be doing.
- I am an expert in what I do at work.

2. Demonstrates Leadership Judgment

Candidates are presented with a leadership problem to solve or a decision to make.

This section of the inventory contains items similar to the following:

Instructions: Select the best course of action:

Your manager has asked for your help to make a decision on an important project issue within 24 hours. The outcome of this decision will have a direct impact on how your group members do their jobs. The best thing for you to do is:

- Meet with your manager and make the decision together.
- Call a meeting with your group members and discuss the issue with them as a group.
- Work with your manager to reach a decision and then meet with each group member to discuss the outcome.
- Ask your manager to present the issue at the next group meeting because it will have an impact on the entire group.

Other items describe leadership challenge, and candidates must rate the effectiveness of various actions for addressing them.

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This section contains items similar to the following:

Instructions: Rate how effective each action would be for accomplishing the stated goal. Use the scale below to indicate your rating for each action.

1	2	3	4	5
Very Ineffective	Somewhat Ineffective	Neither Effective nor Ineffective	Somewhat Effective	Very Effective

You have more responsibilities than you can handle on your own. You need to delegate some tasks to others. How effective would each action be in this situation?

- Delegate a task in phases, assigning the less risky parts first.
- Delegate to an employee and wait to see whether he or she succeeds or fails.
- Identify all tasks that need to be done and decide which can be delegated.

3. Demonstrates Effective Approaches

Candidates are asked about their past approaches to important work challenges.

This section of the inventory contains items similar to the following:

Instructions: Select the response that most accurately represents your own prior experience.

When I have had to solve a complex problem, I would usually develop:

- A solution that I thought would work and implement it.
- A draft solution and take it to my coworkers for comment.
- Two solutions and implement both to determine which one was best.
- Many solutions and evaluate each before implementing one of them.

Once the candidate completes all three areas, the scores are combined into an overall band. The resulting Candidate Profile Report outlines the candidate’s performance, and tailored interview and development guides are generated.

PROGRAM IMPLEMENTATION

DDI hosts the assessment on a web site branded with your organization’s look and feel. The site is password protected and available 24/7 to authorized participants. Assessment results are immediately scored, and authorized client users can view individual and aggregate reports across locations. For global applications, the program can be configured to support multiple languages. If required, data transfer can be established with your HRIS and ATS.

TARGET AUDIENCE

The Leadership Insight Inventory is appropriate for assessing candidates and incumbents for supervisory and managerial positions.

RELATED SOLUTIONS

The Leadership Insight Inventory can also be used in conjunction with *Targeted Selection*®, DDI’s behavior-based interviewing solution, as well as DDI’s web-delivered behavioral assessment programs, including *Assessing Talent: People Leader*® and *Assessing Talent: Sales Leader*.

TO LEARN MORE

Contact your DDI representative or call our Client Relations Group at 1-800-933-4463.

