



FACTS

ONLINE LEADERSHIP READINESS ASSESSMENT

ACCURATELY IDENTIFY QUALIFIED LEADERSHIP CANDIDATES

Competencies are a critical integrator of HR systems. They are used to shape the evaluation of candidates in selection and promotion processes. They are the foundation for development planning, training, and on-boarding. Competency-based assessments are used to identify developmental needs of current supervisors and managers, and to identify those individuals who will yield the best return from accelerated development.

DDI's Online Leadership Readiness Assessment is a highly valuable online approach to assessing competencies critical to success in supervisory and managerial positions. Among the ways in which this assessment is unique:

- > Using an extensive library of validated items, assessment content and scoring are tailored to the assessment of your organization's competencies and evaluation standards. Assessment content is tailored to your leadership challenges, so it's pointed and relevant.
- > 24/7 availability creates easy access to the process. It's fast, efficient, and highly

accurate in predicting which candidates are best for your leadership positions and in diagnosing the readiness of current or future leaders.

THE BENEFITS

Save time and money, and improve accuracy.

The Online Leadership Readiness Assessment helps you identify the most qualified leadership candidates early in the hiring or promotion process, so you interview or further assess fewer candidates and can make offers to the very best. You gain an accurate and objective assessment of candidates' competencies for your leadership positions—one that helps you avoid a hiring mistake.

Diagnose developmental needs.

The online assessment is a high-objective means to diagnosing the strengths and development needs of current leaders. It also helps identify those who are ready for more challenging leadership positions as part of a promotion and accelerated leadership development program.

Project a positive image.

The assessment gives candidates a positive impression of your organization. Not only is it fast and easy to use, but it's also relevant: Candidates aren't left thinking, "What does this have to do with the job?" As a result, candidates are more accepting of the results and more likely to take action on the results and view your organization positively.

THE DETAILS

DDI's Online Leadership Readiness Assessment assesses the competencies critical to success in supervisory and managerial positions. (Similar tools can be built for professional positions.)

Assessment results include the following outputs, all of which can be tailored to your organization's competencies, developmental opportunities, and specific HR applications:

- > An assessment profile report that rates candidates in each competency area on a scale ranging from Considerable Strength to Substantial Developmental Opportunity.
- > A behavioral interview guide that managers can use to further explore performance in each competency area.
- > Development guides to support individuals' efforts to enhance performance.

How It Works

To begin the assessment, participants review information about the target job responsibilities and challenges and an explanation of how the results will be used. They go on to answer two types of items. The first presents information about various challenges relevant to the target leadership role. Each challenge is followed by a variety of possible actions to take to address them. Participants are asked to rate the effectiveness of each action.

An example of this type of item:

Instructions: Rate the relative effectiveness of each of the following actions 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 just been promoted to a higher level of responsibility and are now leading a new team within the company. You notice that many people on your team do things their own way, regardless of the impact on the new team. Many of these practices are not consistent with the values of the organization. Rate the relative effectiveness of each of the following actions for influencing your new team to adopt practices that are consistent with the company's values.

- Reading the company's values to your team on a regular basis.
- Criticizing team members who cannot recall the company's values.
- Encouraging your team to express personal concerns about the values.
- Providing specific examples of how to behave and make decisions consistent with the company's values.

The second type of item presents a list of experiences relevant to the competencies required for a leadership position.

Participants provide information about their depth of experience in each area. Experience items are shaped through focus group input.

An example of this type of item:

Instructions: Describe your work-related experience performing the activities in the following list. Select the level that most accurately describes your experience with each activity. Information about your experiences may be verified by questions occurring later in the process.

Limited Experience	I have no experience with this activity or I have observed it without being personally involved.
Moderate Experience	I have had some personal involvement with this activity; I have done this occasionally.
Extensive Experience	I have had extensive personal involvement with this activity; I have done this frequently.

- Clarifying new courses of action to others who are resistant to change.
- Developing plans and approaches to deal with unexpected events.

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. Data transfers into your HRIS & ATS can be established.

TARGET AUDIENCE

The Online Leadership Readiness Assessment is appropriate for assessing candidates or incumbents for first-level supervisory and managerial positions.

RELATED SOLUTIONS

The Online Leadership Readiness Assessment 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.

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