



Early Identifier

Individualized assessment to identify leadership potential, sooner.

DDI's Early Identifier assessment predicts leadership growth in several areas based on a person's foundational traits, motivations, and initial skills. Those predictions provide stakeholders with high-value talent insights and provides participants with feedback and personalized developmental actions to start building leadership capabilities early.

The Benefits

For Your Organization

- Ability to identify future leadership capabilities earlier in the pipeline and determine broad gaps or development needs.
- Scalability. You can assess 10 or 10,000 (or more).
- Trustworthy data based on rigorous multidimensional assessment combining personality, motivation fit, and skills.
- Improved developmental discussions between participants and their managers.
- Strategic insights into your long-term leadership bench strength.
- Engenders a unified understanding of leadership potential.
- Risk analysis of the factors inhibiting growth and retention.

For Your Participant Leaders

- A realistic job preview of leadership roles using an engaging multi-method online simulation.
- Understand personality, motivation, and skill factors driving each person's approach to leadership.
- Interactive reports with development and career insights tailored to their personal profiles.
- Improved ability to advocate for their needs and take responsibility for their career progression.

The Details

Innovative Experience. The Early Identifier is an engaging, multi-method experience that places participants in realistic leadership situations, including situations and challenges they may not have yet encountered. The Early Identifier blends results from the leadership situational challenges with inventories measuring personality and motivational factors.

Research Based. The Early Identifier is based on DDI's proven Leadership Potential Factors, the fundamental dispositions and motivations that most accurately predict future leadership success.

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Ease of Implementation. The process to implement this assessment is efficient and scalable to audiences of any size. The Early Identifier can be used at the individual contributor and frontline leader/manager levels. The virtual assessment experience is easy to access, and requires only 70-90 minutes to complete. DDI also offers a self-registration option for organizations that would like to include participants on an ongoing basis.

Better Intelligence. The multi-method approach to assessing leadership potential provides more holistic insights that can reliably guide decisions on succession, development, promotions, and business strategy. The assessment also provides insights into the organizational factors that predict leadership growth and retention.

Multipurpose Reporting:

- Participants receive an interactive online report. Designed for self-discovery, the participant reports provide personalized feedback and development guides adapted to the participants measurement profiles. The language is approachable and the advice is candid. The guidance from the report is ideal for jumpstarting development planning or career conversations with actionable suggestions.
- HR Leaders and key stakeholders will receive group-level data on current leadership bench strength at lower-levels in the organization and a sortable list of individual outcomes. Additionally, the Early Identifier reports on the three strongest predictors of leadership growth and retention: manager support, job challenge, and career growth opportunity.

Process

The key steps in the early identifier process include:

1. Participants complete the assessment (70-90 minutes). This high-fidelity simulation gives participants a chance to experience higher-level leadership challenges such as navigating complex decisions, coaching direct reports, and leading change.
2. Participants receive access to their interactive online report and development guides to help activate development.
3. Aggregate reports are reviewed by HR partners and strategic leaders with a DDI coach to help identify broad areas of strengths or leadership gaps.
4. DDI will help determine future strategies for accelerating leadership development.

To learn more about DDI:

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