

Select Assessment® for Leader Development

When searching for appropriate leaders to guide your organization, do you experience these common challenges?

- Finding out that internal staff actually lacks the skills to do the job *after* they've been promoted into a leadership position.
- Employees whose productivity suffers due to discouragement by ineffective leaders and supervisors.
- Supervisors and managers who have technical knowledge, but lack the "soft skills" required for managing and developing others.
- Costly turnover among leaders and managers who leave because of poor job fit or the inability to adapt to your organization.

If you answered "Yes" to any of the above, Select International has the solution – **Select Assessment® for Leader Development.**

Overview

Select Assessment® for Leader Development is an interactive, web-based assessment used to assess candidates for professional-level leadership positions. The assessment measures 18 basic competencies for leadership positions and is often a piece of a larger selection system, which includes a telephone screen and final interview. Competencies measured are in categories such as interpersonal, leadership, thinking and work style. These include personality, logical reasoning and situational questions related to the professional position of interest (sales or leadership).

One advantage is that little administrative support is needed due to on-screen instructions that guide candidates through the process. Another advantage is that candidates have the ability to complete the assessment remotely. By conducting this in-depth assessment, your company avoids the time and expense involved with interviewing candidates who may not be the best choice for the position.

Candidates can complete the assessment anytime and also have the option to stop the assessment and continue later, if needed. The web assessment is designed to measure an individual's leadership or sales skills and abilities using a traditional assessment format.

After the individual completes the assessment, they are scheduled for a phone interview with a trained Select International assessor. This portion of the evaluation process contains past behavior, situational and motivational fit questions as well as role-plays. The final content of the phone assessment can be customized to meet each client's needs and/or position of interest. This portion of the process allows the trained assessor to gain a better understanding of the individual's past experiences, goals, reasoning and rationale for his/her actions.

The web and assessor scores are then combined to obtain final competency scores for each of the key skill areas.

Your company can use the Select Assessment® for Leader Development in many ways, including:

- As a *screening tool* for selection in the search for new hires
- As a *development tool* in an internal performance evaluation process
- Being coupled with a 360° feedback instrument for more robust development data

"We were striving for excellence with our leadership development program at UNICEF. Select International helped us achieve that goal. Their assessments quickly delivered very detailed, reliable and thorough results that helped us make objective decisions."

Antonio Brusa
HR Officer,
United Nations

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Some of the competencies relating to leadership and cognitive ability include:

- Motivating Others
- Adaptability
- Conflict Management
- Interpreting Information / Analysis

Select International can also work with your company to customize the assessment process by combining it with the remote assessor interview that covers company-specific competencies or those that are not measured in the web assessment, including:

- Job Fit Motivation
- Interpersonal Skills
- Sales Focus

Available Reports

The type of report needed depends on the purpose of the assessment process. The reports available are:

Selection Report

This report provides hiring managers with ideal score ranges on each competency (called a footprint) and shows how the individual scored in comparison to this range. A final recommendation is provided based on how well the individual met the leadership success profile. Lastly, a set of past behavior interview questions are provided to help hiring managers probe further into key competency areas.

Insight Report

This report provides individuals with a description of their strengths and developmental areas based on their leadership competency scores. The report also describes how being at a particular competency level will affect their ability to help build and foster a strong organizational culture.

