



## ASSESSMENT FOR DEVELOPMENT

### Drive Deep Awareness and Targeted Development

Building employee skill and capability is at the heart of individual and company performance. The key to development is **deeper insight** into each employee's capability and their gaps/risks and meaningful development activities. Effective use of assessment will lead to this **deeper awareness** and **targeted development**.



### CMP Offers a Targeted and Career- Defining Development Experience

Through the use of select assessments, as well as comprehensive and targeted feedback, employees and client organizations obtain deeper insight into the predispositions, capabilities, and opportunities of key talent. This results in an **individual** plan that aligns the development of employees to the strategic needs of the company. The assessment for development process is **invaluable in helping leaders** and professional improve performance and realize their potential over time.

### APPROACH TO ASSESSMENT FOR DEVELOPMENT

The development assessment approach may vary for each person, but includes the following elements:

- ◆ The CMP consultant will meet the candidate in person or over the phone to discuss their development objectives and outline the process. The consultant may also talk with other key stakeholders (e.g. participant manager or Human Resources).
- ◆ The consultant will then administer a select battery of assessments to the participant. This battery typically includes both cognitive and personality measures. The assessments are completed online.
- ◆ Upon completion of the assessment battery, the consultant will conduct a targeted interview with the participant. This provides context and "color" for the data.
- ◆ The consultant completes a summary report that outlines the person's unique strengths, opportunities, and areas of focus/development to be successful in current and future roles.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or request more info.

- ◆ The consultant and the participant meet and have an extensive debrief of the assessment in which strengths are discussed, blind spots are revealed, areas of opportunities are highlighted, and a robust development plan is built.
- ◆ The consultant will periodically check-in with the participant to reinforce key commitments and support their progress.

This process is **career changing** for employees. It not only effectively develops needed leader and employee capability, it also builds deeper engagement and loyalty to the company for each employee that completes the process.

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