



## **WORKSTYLE ASSESSMENT (FOR ORGANIZATIONS)**

Are you looking to go above and beyond current industry standards of using job-fit assessments and competencies to provide the most effective approach to identifying and developing talent?

Our professional team has a proven track-record with the results to support this role-suitability model. Our well-researched and evidence-based systematic process is not only based on a solid theoretical framework, but delivers real results. It is about providing a deep and thoughtful analysis of person-role suitability at any level of work complexity within the organization. We have taken care in using scientifically valid, reliable and accurate predictors of performance so that you can sit back and relax, knowing we are using a credible and highly effective method.

### **Approach**

I recognize that all organizations are unique. My approach is designed in such a way to optimize strategic and key talent against future risk. In lay terms, this means that together we begin with the end in mind. During our initial consultation, I pay careful attention to your needs and concerns and discuss how to best achieve the specific benefits and outcomes you are looking for when it comes to placement and development of staff.

Similarly, all job and roles are unique. To fully understand the scope of the position or role you are looking to fill, I analyze the specific requirements for the position in relation to your company's values and culture.

Finally, I recognize that all people are unique. We know that, as an employer, you are already using or have used various forms of assessment, from performance feedback evaluations, manager appraisals, tenures, resume to reference reviews. I don't seek to re-do or replace the assessments you are currently using, but instead to augment your logic and intuition by using culture-fair, objective expert assessments alongside your own managerial judgment.

### **Process**

The process involves an initial (phone or in-person) meeting, standardized assessment, competency based interview, scoring, analysis, integration and summary report writing. We will discuss the results, strengths and recommendations for placement and professional development during a feedback session (phone/Skype) approx. 1hr to ensure full understanding of the results and to support an action plan on next steps.

### **Cost**

The fee includes professional fees, assessment instruments and executive summary report for **\$1,960** p/person.