



EXECUTIVE APPRAISAL

Identifying the exceptional performers in your organization is the first step in developing a sustainable reservoir of talent.

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Decisions about hiring or promoting key executives are much too important to be resolved solely by subjective interviews. Any decision based merely on opinion — even a group decision — can be dead wrong.

Our EXECUTIVE APPRAISAL identifies exceptional performers, providing data that is indispensable when considering any decision about your current or potential leaders.

BENEFITS & OUTCOMES

- *Avoiding mistakes — and the expense required to undo them.* EXECUTIVE APPRAISAL provides comprehensive selection, promotion, and development data by using a comprehensive, systematic process that supplies the solid, objective facts needed to make the best decisions possible.
- *Clarity and enhanced reliability.* Measures are selected to elicit objective, reliable information. The interview allows the consultant to explore areas of concern, thereby assuaging doubts, by measuring and surfacing any issues that warrant further consideration.
- *Total profiles of key performers.* Because results are thorough and complete, you can be confident that you are selecting the most qualified candidates.

HOW IT WORKS

Each candidate undergoes a full day of assessment. Based upon analysis of the specific job requirements, relevant assessment tools are selected and administered.

This comprehensive testing is augmented with an in-depth, structured interview conducted by a Ph.D. consultant, a specialist who is trained to question, probe, and interpret interview responses.

The assessment data and interview are then integrated to provide a deeper, more predictive understanding of the executive's performance potential. The company receives a written report that includes:

- A summary of the candidate's skills, knowledge, and aptitudes
- Professional evaluation of the candidate's ability and potential to succeed on the job
- The insights and perceptions of a Ph.D. expert, based on personal interaction with the candidate
- Conclusions regarding the candidate's work-related personality characteristics
- Recommendations for the candidate's development and future improvement.

