

Talent Assessment Solutions

Client Success Story Series #1



Developing Managers

To better understand their key talent during a period of major disruption, a multi-national media and events company used online psychometric assessments to guide personal and organizational development.

● The Client Challenge

Seeing an organization needing to adapt to new operating realities, the CEO wanted a better understanding of the potential of 100 managers and professionals, and of the natural strengths and weaknesses of key teams. Time was short and current performance data was limited.

● Our Solution

We evaluated cognitive abilities, personality traits and core motivations using 2 online reputable, reliable assessments: the Critical Reasoning Test Battery (CRTBi); and the Personality and Values Questionnaire (PVQ).

The HR team were quickly trained up on how to run the assessments and interpret the computer-generated reports.

● Outcomes



The results gave the company a clear picture of typical competencies, leadership and team styles, and sparked a talent development initiative.



Strengths and potential development areas were identified for each participant. Then HR executed 1-1 feedback sessions as a foundation for new Individual Development Plans.



Further data analysis looked more deeply into team functioning, and guided changes in selection criteria for future high-potential hires.