Assess®

Assess™ is a web-based talent assessment platform that provides in-depth assessment for selection and development of managers and professionals.

Professional & Managerial Assessment

What is *Assess*?

Developed by organizational psychologists and written in business language, *Assess* incorporates personality and intellectual ability assessments, and behavioral feedback to evaluate people against a model of success.

By using the competency-linked components of our *Assess* System, organizations can target selection efforts, guide development for the highest gain, and hold employees accountable for their improved performance.

Use *Assess* in your organization for:

- Competency Modeling

- Selection Assessment

- Leadership Development

- Coaching for Performance Improvement

- Succession Planning

- Behavioral Feedback

"We started using Assess in the selection process for new managers coming into the organization. That's testimony to our belief in its ability to predict future performance. We believe in the value Assess brings to us not only in identifying and helping us develop talent but also in helping us select new talent as well."

Customer
Vice President Global Executive Development and Sucession Planning

Define Success

Competencies define superior performance. At its foundation, **Assess** uses an extensive competency library coupled with an efficient modeling process to define custom success models. This process with job content experts allows you to build a model in days, not months.

We then seamlessly integrate models into the assessment platform. Assessment results are interpreted based on these targets through selection reports, development reports, and 360º feedback.

General models are available – Executive, Manager, Sales Manager, Supervisor or Individual Contributor.

We can also link to your organization's existing models.

Hire & Promote the Best

Assess Selection Reports

Assess integrates a series of assessments to evaluate job fit based on your organization's model of success.

- Feedback is focused on work-related personality and intellectual abilities.
- Competency-based reports provide additional insight into those factors that help or hinder the display of job-specific competencies.
- **Assess** measures 25 personality dimensions. For each competency, the critical dimensions are highlighted and analyzed.

In-depth, structured *Interview Guides* are provided for each competency and interview probes are provided for each area highlighted as a potential concern. *Management suggestions* help with onboarding new hires.

Develop & Measure Excellence

Assess Development Reports

Employees want and need specific, objective feedback regarding their assets and liabilities. **Assess** helps by providing this constructive feedback through one-on-one coaching situations, or as a part of a programmatic workshop offering. Whether it's individual development, succession planning, or team building, **Assess** Development Reports can help.

- Includes tools to help people grow and develop in their roles.
- Provides additional insight into those factors that help or hinder the display of job specific competencies.
- Provides Developmental Suggestions along with linked learning resources.
- Includes action planning guidelines to set goals and write a developmental plan.
- Group Reports aid in overall team-building and group development workshops.

Assess360

Assess360, a multirater feedback tool, collects and reports anonymous feedback from an individual's peers, boss, direct reports, and customers. **Assess360** offers a powerful combination of flexibility and depth of content.

- Dimensions and behaviors populated directly from your organization's competency model.
- Comprehensive feedback includes competency rankings, behavior ratings, detailed development suggestions and action planning guidance.
- Efficient process – rate multiple people at the same time.
- Easily customized to include company specific development resources.
- Create customized open-ended questions for specific rater feedback.
- Use as a stand-alone development tool or as a complement to the **Assess** Competency-based Development Report for a deeper developmental experience.
- An abbreviated 360º feedback module is available for measuring observed change over a period of time.

MONALCO TALENT SOLUTIONS