

Assessment for Selection

From evaluating executive candidates to discovering future leaders, our comprehensive assessments help identify the best person for the job. You can bounce forward, not just back.

Executive Assessment for Selection Scorecard

Dana Sample, Vice President Operations External Benchmark (Vice President Level)

- + **Operationally savvy and disciplined** – Dana brings a high-level of structure, organization and process-orientation to her work. Should use time and resources efficiently while moving work efficiently from idea to implementation.
- + **Poised and resilient** – Dana can detach from the emotion of a situation to ensure stress does not inform decision making. Can be a stabilizing influence in times of challenge and change.
- + **Range of influence** – Dana communicates with clarity and confidence. Is able to read and adjust effectively to people across styles, backgrounds, levels and functions.
- + **Collaborative leadership orientation** – Dana involves her team in collective problem solving and brainstorming. Will activate team synergy and harness the talents of her stakeholders.
- + **Focused on timely execution** – Dana operates with a level of urgency and decisiveness. Will ensure that goals and objectives are met and projects proceed according to plan.
- + **Emotional maturity** – Dana has the composure and stability to handle operational and managerial challenges. Is confident and optimistic, bouncing back quickly from frustration.
- + **Ability to solve problems** – Dana has a balanced analytical approach – her strength is getting below the surface to challenge assumptions, maintaining objectivity, and using all of the data and information available to arrive at warranted conclusions.
- + **Self aware and purpose driven** – Dana is naturally introspective. She engages around a sense of mission and purpose in her work and can build a level of followership..
- **Almost sole focus on tactics** – Dana is so focused on executing the business plan that she does not elevate her perspective. Contingency planning and forecasting will help her strategize.
- **Maintains the status quo** – Dana prefers a predictable work environment where you don't challenge if a better or difference method should be considered. Embrace change and innovation.
- **Conflict adverse** – Dana may need to be coached to actively share feedback and initiate crucial conversations. As well as more actively check-in with others and solicit feedback.



Subscale Performance

	Low	Average	High
Recognize Assumptions			
Evaluate Arguments			
Draw Conclusions			

**Overall
LTI Fit Rating**
62%

**Overall
WG Fit Rating**
66%

Overall: Dana is an aware, driven, organized, stable, resilient and team-oriented leader. She will expand her capacity as she becomes a more strategic agent for Change who activates the feedback cycle.