



# ASSESSMENT FOR DEVELOPMENT

## Deep Awareness and Targeted Development

Building employee skill and capability is at the heart of individual and company performance. The key to development is deeper insight into each employee's capability and meaningful development activities.



## REALIZE THE BENEFITS OF TARGETED DEVELOPMENT

Through the use of validated assessments and profile feedback, employees receive deep insight into their strengths, gaps and opportunities. This results in a targeted development plan to improve performance and realize their potential.

Client organizations obtain deeper insight into the capabilities and potential of key talent. This provides invaluable input into succession planning while aligning the development of employees to the strategic needs of the company.

## APPROACH THE ASSESSMENT FOR DEVELOPMENT

The development assessment approach may vary for each person, but

- The CMP Consultant will meet the participant in person or over the phone to discuss their development objectives and outline the process.
- The CMP Consultant will then administer a select battery of assessments to the participant. This battery typically includes both cognitive and personality measures. The assessments are completed online.
- Upon completion of the assessment battery, the CMP Consultant will conduct a targeted interview with the participant. This provides context for the data.
- The CMP Consultant completes a summary report that outlines the person's unique strengths, opportunities, and areas of focus to be successful in current and future roles.
- The assessment report and results are fully debriefed and discussed with the Participant. This results in a targeted development plan.

***This process is career changing for employees while ensuring the company is never constrained by a lack of talent.***