

New Validated Assessment of Learning Agility

Note: Developed by the same author of other learning agility tools



Key Features and Benefits

- Online, self-assessment - compatible with all mobile devices.
- The most comprehensive validated assessment of learning agility on the market, providing scores on seven different facets of learning agility. Construct validity is high so it can be used for promotion and selection.
- High-level summary of the individual's overall learning agility profile, plus specific behavioral tendencies are highlighted for each facet.
- Red zones identify potential derailers and overuse behaviors for each facet.
- Easy to interpret dial scoring system (see illustration to the right).
- Professionally developed and validated. Technical report available upon request.
- No adverse impact.
- Specially designed psychometric scales evaluate usability of assessment results.
- Scores are adjusted for social desirability.
- Three reports - Individual Feedback Report, Professional Coach's Report, and Organizational Report.
- Assessment Report Languages
 - English, Portuguese
 - Chinese (Simplified), Spanish
 - Soon to be in German and French
- Time: 20-30 minutes
- Pricing: Assessment \$200 + Feedback Session

Use science to manage your high potential talent. This new Learning Agility Assessment can eliminate much of the guesswork, perceptual biases, and subjectivity from annual talent reviews. Hard data are examined to help measure an individual's leadership potential. The conversation changes from hearsay, limited observations, and opinions to applying independently collected and objective information to make such important talent decisions. A recent 2015 Journal article surveyed the top talent companies and found that over half of them use learning agility to identify high potentials.

In addition, executive coaches and mentors are provided new insights into an individual's leadership strengths and developmental areas.

- ✓ **Identification of High Potential Talent**
- ✓ **Leadership Development and Coaching**
 - ✓ **Selection for Global Assignments**
 - ✓ **Promotion Decisions**
 - ✓ **M&A Integration**

Easy to interpret scores are provided on 7 facets of learning agility: 1-People Agility: interpersonal acumen, 2-Mental Agility: cognitive perspective, 3- Results Agility: drive to excel, 4-Change Agility: change alacrity, 5-Self insight 6-Feedback responsiveness. 7-Environmental mindfulness and an Overall Score. Positive behaviors and potential derailers are identified for each facet. "Moving the needle" takes on a whole new meaning with regard to leadership development.

