

Identify Leadership Potential Sooner

The data you need to spot future leaders earlier in their career.



SOLUTION:
Early Identifier

YOUR VALUE:
Get high-value insights to identify potential of future leaders and uncover gaps to boost your leadership pipeline.

VALUE TO LEADERS:
Future leaders get a realistic preview of the role and early insight and tools for development plans and next steps.

65% of companies have high-potential programs.
74% say they're not very effective.

Source: DDI, Global Leadership Forecast 2021

WITH EARLY IDENTIFIER YOU CAN:



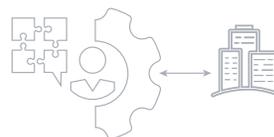
Spot the Right Potential Sooner

Put the right people into high-potential programs with data that accurately and objectively identifies future leadership capabilities earlier.



Accelerate Development

Get data and insights on strengths, gaps, and how personality enables or inhibits performance to improve development planning discussions.



Engage & Retain Leaders

68% of future leaders have left their job. Measure the top three predictors of retention: manager support, job challenge, and career growth opportunity.



Improve Bench Strength

Only 11% of organizations have a strong bench. Get group-level insights to fuel development today and proactively plan for future leadership needs.



SOLUTION AT A GLANCE

Innovative Experience

An engaging, multi-method approach places participants in realistic leadership situations, including challenges they may not yet have encountered.

Powerful Insight

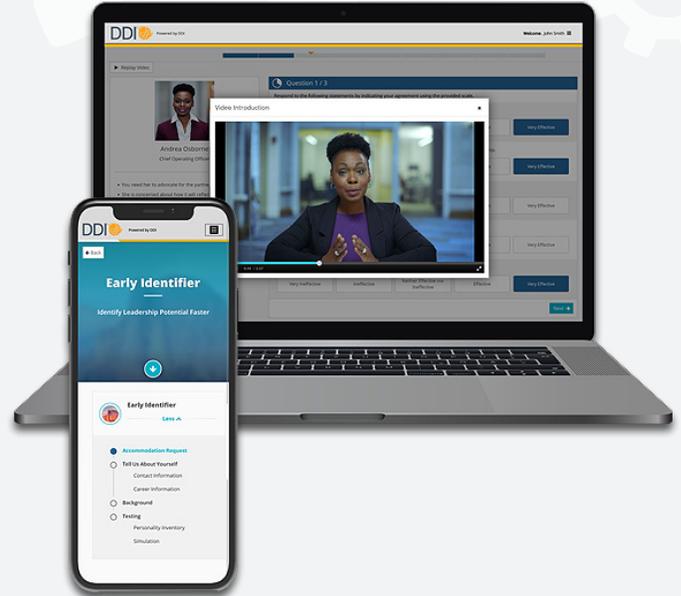
Intuitive, interactive reports with both individual and group-level data provide holistic, reliable insights, including a snapshot of organizational potential and actionable results for targeted development.

Scalable Implementation

Easily assess 10 or 10,000 (or more) leaders using an efficient implementation process.

Research-Based

The Early Identifier is based on DDI's proven Leadership Potential Factors, the fundamental dispositions and motivations that most accurately predict future leadership success.



HOW IT WORKS

1.

Participants complete the assessment in less than 90 minutes, allowing them to experience higher-level leadership challenges such as navigating complex decisions, coaching direct reports, and leading change.

2.

Participants can immediately access their interactive online report. The individual-level reports provide personalized feedback and development guides to jumpstart career growth and a discussion with their manager for next steps.

3.

HR leaders and key stakeholders receive aggregate data on current leadership bench strength and gaps, retention drivers, and more.

4.

Review aggregate reports with a DDI consultant to identify broad areas of leadership strengths or gaps, and determine future strategies for accelerating leadership development and high-potential programs.

Skills & Personality

Essential components of both skills and personality are measured to assess leadership potential.

Skills

- Analyzing Strategy
- Developing Others
- Driving Results
- Leading Change
- Managing Relationships
- Navigating Complex Decisions

Personality & Motivation

- Adaptive Motivation
- Assertiveness
- Coaching Motivation
- Collaborative Orientation
- Competitive Drive
- Control Orientation
- Discipline
- Feedback Receptivity
- Perspective Taking
- Workplace Curiosity

Ready to learn more?

Visit us online:

www.ddiworld.com/earlyidentifier

Email: info@ddiworld.com or contact your DDI representative for next steps.