

Make Selection and Development Decisions with Confidence

Get an in-depth understanding of executives' capabilities, how they work, and how they'll likely perform in new roles.



SOLUTION:
Executive Interview Assessment

YOUR VALUE:
Get objective insight on experience and competence to make better executive selection and development decisions.

VALUE TO LEADERS:
Executives showcase their potential beyond their past experience, and gain valuable development insight for their next career move.

"The data is spot on, yet the ability to pressure test my thinking about how different participants may perform in different assignments (and with different colleagues) was truly powerful."

Business Unit President

WITH INTERVIEW-BASED EXECUTIVE ASSESSMENTS YOU CAN:



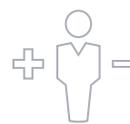
Avoid Blind Spots

Our expert team has worked with thousands of executives. We'll help you understand executive competence and see potential beyond their past performance and relationships.



Reduce Bias

Experienced DDI assessors bring objectivity to the process, which helps to reduce bias in decision making.



Fuel Development

Get feedback that drives development and helps your executives find success in new roles.



Work with Speed and Agility

DDI's interview assessments balance speed and efficiency with diagnostic depth so you can make agile and accurate talent decisions.



SOLUTION AT A GLANCE

Fully Customizable Assessment

We tailor assessments to fit both your company's unique business strategy and the specific needs of the role, whether it's for CEO or other executives. We can also add custom interview content, business case scenarios, stakeholder interviews, and more.

Virtual Delivery

Participate in a full virtual experience that's high-touch and uses technology that's easy to understand and follows a clear process.

Insight into Personality

We enhance our interviews with personality and other psychometric inventories to uncover leadership strengths and potential derailers.

Expert Consultants

DDI's team of executive experts have worked with thousands of executives from all backgrounds and levels, so you'll know where your executives stand compared to others.



HOW IT WORKS

1.

Tailor to your context

We work with you to understand your business context, target competencies, and establish a plan for moving forward.

2.

Assess personality

The participant answers general background questions and completes personality inventories to identify motivations and personality attributes.

3.

Participant interview

A DDI expert assessor conducts a 2-4 hour interview focused on the key competencies and experience defined for the role. Optional business scenario may be added.

4.

Leader debrief

The DDI consultant conducts a 1-hour virtual session with the participant's leader to review key themes and plan development.

5.

Participant feedback

After the leader debrief, participants can schedule a 2-hour virtual session with the consultant to get assessment feedback and coaching, and to kickstart development.

Benchmark and Forecast Data Review

Once all participants have completed their assessments, the DDI consultant and your company's stakeholders complete a benchmark and forecast talent review. This virtual session identifies:

- Risks based on talent readiness.
- How to make the best executive placement decisions.
- A plan for executive leadership development.

When You Need Objective Insight

DDI interview assessments are designed to help you quickly gain insight. Here are some ways we've helped clients:

- Efficiently select for critical executive roles.
- Rapid restructuring to address needed business shifts.
- Onboarding new executives.
- Adding objectivity in comparing internal and external candidates.
- Filling a critical executive role after an unexpected departure.

Ready to learn more?

Visit us online:

www.ddiworld.com/executive-services