

Fast Data to Select and Develop First-Level Leaders

A leadership test to quickly identify your leaders' development needs and predict leadership performance.



SOLUTION:
Leadership SnapshotSM

YOUR VALUE:
A quick, accurate, and cost-effective way to obtain data on emerging and first-level leaders' personal attributes and leadership judgment. Results can be used as input to hire and promote leaders or to create development plans.

VALUE TO LEADERS:
Participants gain valuable insights in areas critical for first-level leader success that can help accelerate their career and development plans.

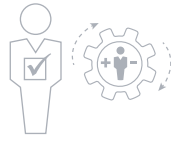
42% OF LEADERS SAY THEY WANT MORE ASSESSMENT TO DIAGNOSE STRENGTHS AND GAPS.
Global Leadership Forecast, DDI, 2021

WITH LEADERSHIP SNAPSHOT YOU CAN:



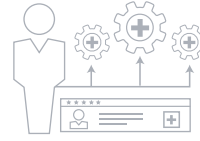
Provide Insights to Leaders

Give leaders a new lens to view and understand their strengths and gaps to positively impact their career growth and success.



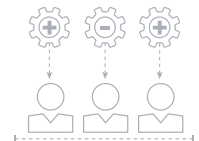
Accelerate Top Performers

Create targeted development plans for those who are more likely to be top performers. Help individual contributors prepare for a leadership position or boost leaders for a more challenging role.



Make Better Selection Decisions

Participants with higher test scores are more likely to succeed in a leader role. Test results can be a data point for hiring and promotion decisions.



Gain Group-Level Intelligence

Aggregate reports inform trends related to group strengths and development opportunities.



SOLUTION AT A GLANCE

Measure Personality and Leadership Judgment

Get data on what's essential for high-performing leaders at the front line: personal attributes and tendencies that enable growth and success, and their judgment on leadership competencies needed on the job.

Insightful Reports

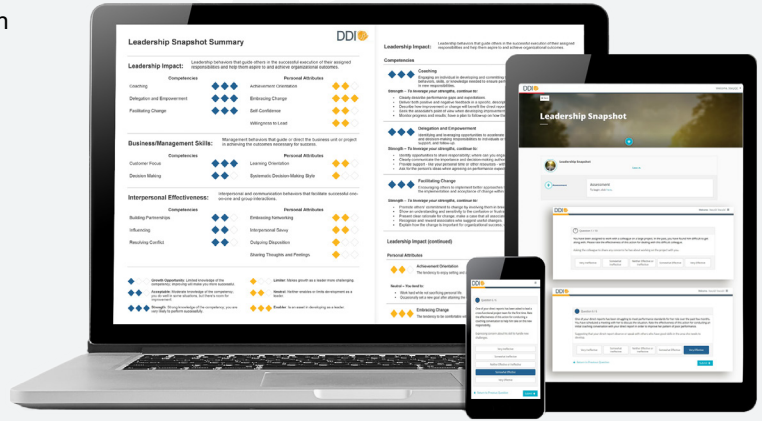
Results are ready immediately so you can take next steps and make decisions fast. The development report includes tips for individual leaders, and the selection report includes behavioral interview questions for hiring managers. A group report is also available to help focus aggregate development needs.

Easy Implementation

For HR teams, it's easy to set up leaders to take the test: you simply log into DDI's Pinpoint platform to add users, and the results and feedback reports are also available on Pinpoint.

Backed by DDI's Full-Service Support

Full access to DDI's technology support portal, Service Ready, to solve, troubleshoot, or submit support requests.



HOW IT WORKS

1.

HR administrators log in to DDI's Pinpoint platform to add users.

2.

Participants complete the online assessment in approximately 40 minutes. The test contains a mix of leadership action-effectiveness items and attribute extent-of-agreement items.

3.

If the test is used for development, participants receive results with an in-depth description of the competencies and personal attributes, plus actionable tips to guide development plans.

4.

If the test is used for selection purposes, HR and hiring managers can access a report with the participant's scores and a set of behavioral interview questions for follow-up.

Evaluate 18 Factors Across 3 Categories

Leadership Judgment on Competencies	Personal Attributes
Leadership Impact <ul style="list-style-type: none"> Coaching Delegation and Empowerment Facilitating Change 	<ul style="list-style-type: none"> Achievement Orientation Embracing Change Self-confidence Willingness to Lead
Business/Management Skills <ul style="list-style-type: none"> Customer Focus Decision Making 	<ul style="list-style-type: none"> Learning Orientation Systematic Decision-Making Style
Interpersonal Effectiveness <ul style="list-style-type: none"> Building Partnerships Influencing Resolving Conflict 	<ul style="list-style-type: none"> Embracing Networking Interpersonal Savvy Outgoing Disposition Sharing Thoughts and Feelings

Ready to learn more?

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