



Executive Assessment

↻ What is Executive Assessment?

The first step in building an exceptional workforce is selecting and retaining talented, motivated and committed individuals. Unfortunately, most organisations have not invested in the assessment processes to ensure they hire and promote the right people for the right jobs. The impact is far greater than the cost of finding replacements. Poor hiring decisions cause untold losses in productivity, turnover and poor customer service. Today, senior leaders face challenges that are greater than ever before. Erosion of loyalty, lack of foresight and increased stakeholder expectations of executive team performance has heightened concerns over organisational performance. Many organisations find themselves in a talent crisis with serious gaps in executive capacity to formulate and execute winning business strategies. Despite widespread recognition of this crisis, most organisations have not invested in or managed executive talent in a manner that fuels business performance. Methodology around identifying, developing and deploying executive talent is either fragmented or absent altogether.

↻ Our Approach to Executive Assessment

Our approach to executive assessment is an in-depth psychological assessment of leaders and managers that aims to elicit their strengths and development areas in relation to current or future career roles. Our methodology in assessing executives and managers is designed to provide a rounded understanding of an individual's psychological make-up and the impact this has on their current and future management effectiveness. The approach incorporates appropriate psychometric assessment in conjunction with sound biographical and performance data to make reliable and valid judgements about the individual. Consequently, in comparison with other selection processes, our approach is less test-dependant, which we find helps to engage the individual in the assessment process.

↻ How we assess at CSA Consulting

The assessment is typically up to four hours in duration and involves a systematic review of an individual's career and educational history. This is designed to elicit data about how the individual has performed over time. The consultant seeks to build a picture of the individual's psychological make-up by systematically analysing how they have operated in different contexts. The aim is to elicit what the individual has achieved in their career, how they have done this and consequently to make judgements about the personal and psychological characteristics that have underpinned their performance.



A brief series of psychometric tests are administered which elicit data about the individual's intellectual style and capacity, aspects of their personality and interpersonal skills. The tests are immediately fed back and are discussed with the individual and used as a platform to review how the individual currently operates, their perspectives on their strengths and weaknesses, their future aspirations and some discussion about the individual's non-work life. At this stage in the interview, the consultant will test some hypotheses about the individual in order to validate initial impressions. A view is taken of the individual's key strengths and areas for development, both in the context of the success factors for their current role and also their career aspirations and broader management perspectives. Conclusions can then be made about their potential in future roles. This is based on an assessment not just of current capability but the extent to which the individual displays the personal qualities, which will facilitate future development and increased business performance.

What we assess at CSA Consulting

The data gathered from the interview is used to form an assessment of the individual in terms of the following:

- their intellectual strengths, both in terms of capacity and style
- their emotional and motivational characteristics
- their interpersonal style, impact and influencing skills
- their psychological insight
- their leadership and management style.

The assessment can also provide:

- A rating on the organisational leadership capabilities (if desired)
- An assessment of their managerial potential (if required)
- A benchmark against industry standards of excellence

When can you use our Executive Assessment Services?

CSA Consulting's executive assessment services can be used in the following situations;

- External or internal recruitment
- Before a career move or as a career counselling tool
- As a development or audit tool
- As a prelude to executive coaching
- As a means of succession planning
- As the first stage of a team development exercise
- As a means of assessing potential

Contact Us

 For more information about our Executive Assessment Services, please contact **Doug MacKie** on **0407731379** or **doug@csaconsulting.biz**