

hw consulting

ASSESSMENTS



**ALIGNED
DATA-DRIVEN
INFORMATIVE
SCIENCE-BASED
CERTIFIED COACHES
CERTIFIED FACILITATORS**

MAXIMIZE EXCELLENCE!

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LEVERAGING ASSESSMENTS

Assessments are critical to modern organizations seeking competitive advantage.

Integration of data-driven talent strategies and effective assessment tools and process into talent management practices delivers measurable ROI by improving hiring quality, enhancing employee learning and development, boosting engagement and productivity, and reducing turnover and costs.


Assessments offer organizations a strategic advantage in talent management, providing an estimated ROI of up to 200-300% in high-performing organizations.

High-performing, assessment-driven organizations typically report 4x revenue growth compared to low-performing organizations.

Let's Talk!

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EMPLOYEE LIFECYCLE



Assessments play transitional and transformational roles in supporting data-driven talent decisions across the employee lifecycle, from hiring and onboarding to development, performance management, career progression, team dynamics, management and leadership effectiveness, and succession planning. By providing objective, scientifically-backed insights into candidates' and employees' skills, personality traits, motivations, and potential, assessments empower employees and organizations to make well-informed, evidence-based decisions at every stage of talent management.

Integrating assessments across the employee life cycle supports a culture of continuous improvement and provides data for effective decision-making. Some of the benefits include: consistency and objectivity; customization and personalization; predictive analytics, and enhanced ROI.

Let's Talk!



TYPES OF ASSESSMENTS

Utilizing assessments in talent management strategies bring significant benefits. The choice of assessments must align with the goals, needs, and organizational context.

- Organizational Effectiveness Assessment
- Culture and Climate Inventory
- Culture Fit Assessment
- Cultural Intelligence Assessment
- Change Readiness Assessment
- Competency Framework and Assessment
- Skills Gap Analysis
- Career Pathing
- 360 Degree Assessment
- Executive Functioning Test
- Leadership Effectiveness Assessment
- Management Effectiveness Assessment
- Team Performance Assessment
- Personality Assessment
- Strengths-based Assessment
- Cognitive Assessment
- Behavioral Assessment
- Communication Intelligence Assessment
- Goal-Setting and Motivational Assessments
- Stress and Well-being Assessment
- Innovation and Creativity Assessment
- Emotional Intelligence Assessment
- Conflict Style Inventories
- Time Management Assessments
- Engagement Surveys

And More!

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KEY BENEFITS

The use of assessments in talent management brings significant benefits for employees, teams, leaders, and organizations.



- Quantifies the organization's ideal culture, its current culture, and the levers for change that bridge the gap.
- Builds team synergy, collaboration, effectiveness, and productivity.
- Quantifies individual contributors' thinking and behavioral styles.
- Enhances leadership effectiveness.
- Provides objective data that reduces bias and improves accuracy and efficiency, while building and strengthening positive behaviors, skills and competencies.
- Improves hiring outcomes and increase likelihood of hiring candidates who are aligned to company values and mission, and well suited for the roles and responsibilities of the job.
- Enhances employee learning and development for improvement and growth opportunities.
- Increases retention, engagement, trust, and loyalty.
- Alignment with organizational mission, vision, values, and strategy.



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Sources: Gallup, HBR, SHRM, Corporate Executive Board, McKinsey, Willis Towers Watson, Bersin by Deloitte