

Actionable Assessments in Four Steps

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01

LINK



Are the competencies selected for inclusion in the assessment linked to business challenges or objectives?

If the primary objective is developing employees in order to achieve organizational objectives- how can the business objectives NOT be considered in the configuration of the assessment?

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02

IDENTIFY



Do the competencies describe specific behaviors needed to execute the job roles targeted for assessment?

Aren't behaviors the most reliable indicator of performance vs relying what people say (opinions or attitudes)?

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03

CONFIGURE



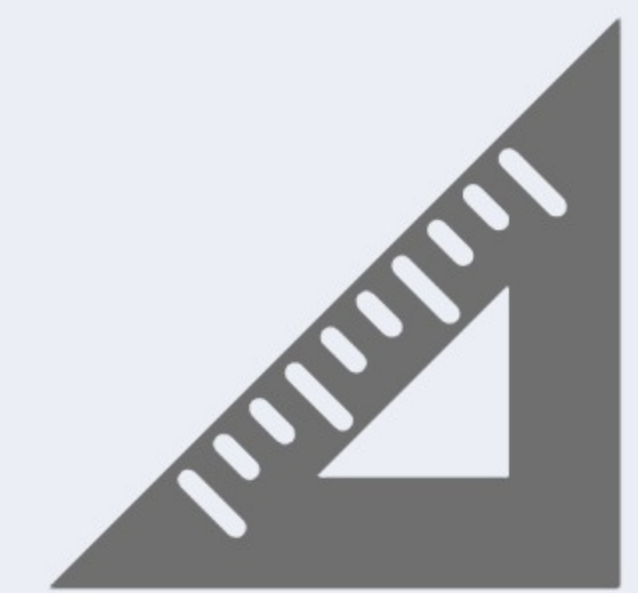
Is the assessment configured to address important differences between job roles, job levels and business units?

How can you ensure the assessment is relevant to participants if important differences across job roles and business units are not considered?

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04

STANDARDIZE



Does the assessment help establish job role & job level competency proficiency standards?

Do you want there to be a shared understanding of the expected behaviors across the organization or would you prefer it be left up to individuals to determine?