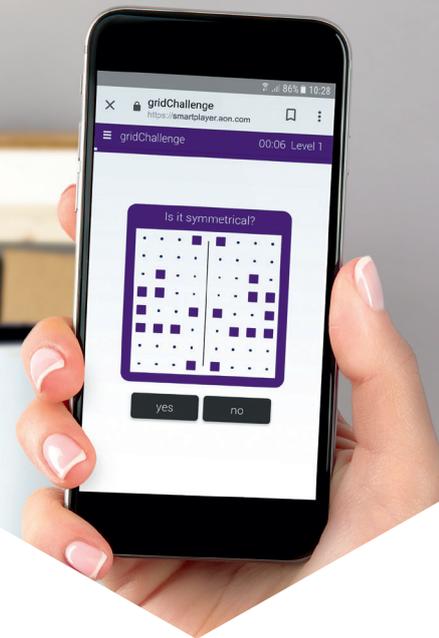


Assess digital readiness: Identify your digital talent



Why are digital competencies crucial today?

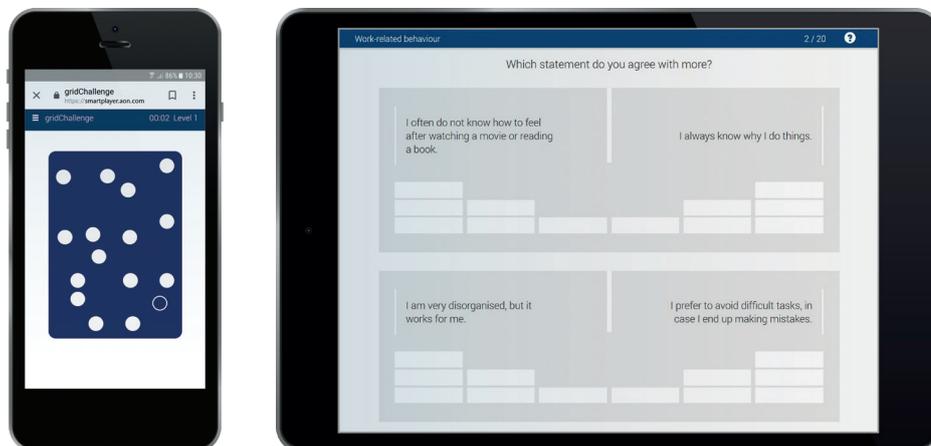
Digital transformation is changing how people work. Organisations need to prepare for the new digital work environment. Aon's Assessment Solutions can help with:

- ▶ **Attraction and selection:** identify digital talent early in the hiring process and future-proof your selection decisions.
- ▶ **Development:** assess current employees' digital readiness and help them master the skills needed to succeed in the digital world of work. Spot digital talent and create career paths for digital leaders.
- ▶ **Transformation:** support your business's digital transformation by defining the digital personality traits needed to drive your digital journey and understand the processes that need to be changed.

Aon's digital readiness model in practise

Aon's digital readiness model can be applied in practise to assess and understand individuals, teams or the entire employee population's digital competencies.

By using the ADEPT-15® personality questionnaire in combination with the cognitive ability test, gridChallenge™, you receive a comprehensive overview of a person's digital readiness. The result is a digital readiness profile highlighting how the person maps onto the model's 11 competencies.



Screenshots: smartPredict (smartphone) and ADEPT-15® (tablet)

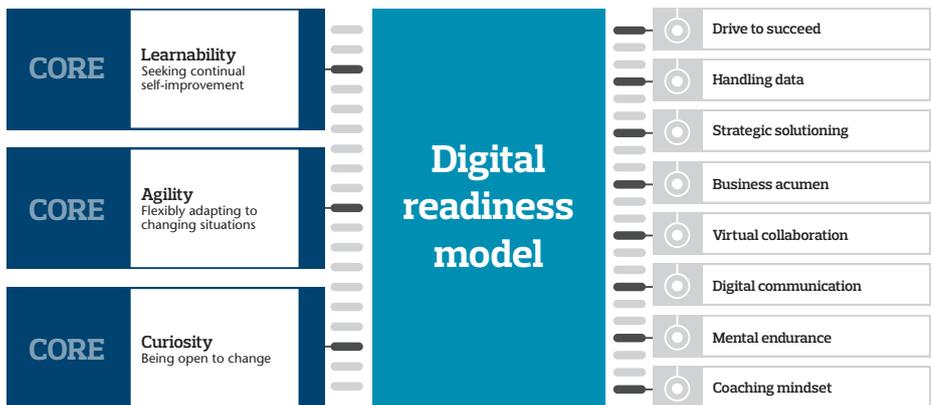
What is digital readiness?

- Digital readiness enables people to **navigate through the digital world of work successfully** and feel comfortable in a digital environment
- It is the **willingness and ability to learn** and seek new development opportunities, to adapt flexibly to an ever-changing work environment and an openness to try new things

About Aon's digital readiness model

In order to meet today's work environment challenges, your employees require specific behavioural skills to manage information, share knowledge, change priorities quickly and work effectively in the modern workplace.

In its digital readiness model, Aon has identified three specific competencies that are now core for every organisation: learnability, agility and curiosity.



We're here to empower results.

To learn more about digital readiness, please visit: assessment.aon.com/digital-readiness



Multiple languages

The system, assessments and reports are already available in a large number of languages. Additional languages can be requested.



Norm groups

We continually update and add to the international and local sets of norm groups.

"What makes the difference between winners and losers is the ability to identify, recruit and retain the digital talent that makes the technology work."

— Boston Consulting Group, *How to gain and develop digital talent and skills*, 2017

What does digital transformation entail?

- ◆ The world of work has been transformed by technological developments to create a more volatile, uncertain, complex and ambiguous (VUCA) environment.
- ◆ Newer, faster and cheaper ways to do business are sought from using digital technology, mobile communication and data analytics.
- ◆ Agility and innovation require new leadership styles, as well as structural and process changes.
- ◆ Collaboration across countries and continents involves the adoption of new ways of working.

Request a call to discuss how Aon can help your organisation become digitally ready.