

# Identifying leadership potential with **personality assessment**

With the ADEPT-15® Spotlight Report, cut-e measures leadership dimensions vital to success

## Finding and developing high-potential talent is critical

It is no secret that there is a sense of urgency for companies to focus on identifying, developing, retaining and rewarding their best people. Without a systematic method in place, the talent management process can lack clarity and businesses can suffer major losses by putting time and resources into developing the wrong talent. The key is to identify high-potential talent early on. Finding and developing high-potential talent is critical to an organisation's business strategy and offers considerable return on investment and competitive advantage.

## Key business drivers

- Top companies use assessments to identify and develop potential
- Successful companies measure their high potentials through assessments
- Identified high potentials are less likely to leave their organisation\*

Our unique ADEPT-15 Spotlight solution allows your organisation to identify high-potential employees or candidates. It provides an efficient way to derive key insights into potential for future leadership and aids selection and development practices for managers and executives in professional and technical jobs.



### Designed for use in:

- Selection
- Development
- All levels of executive and managerial roles
- Professional and technical roles



### ADEPT-15®

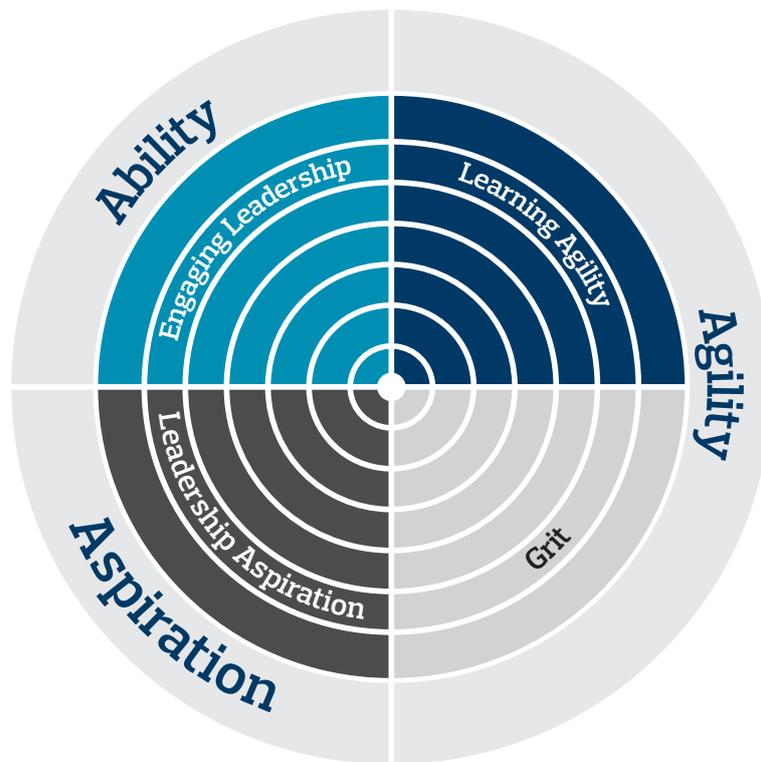
- An adaptive, IRT questionnaire
- Optimised for mobile and desktop use
- Test time of 25 minutes
- Available in over 25 languages

\* Aon Hewitt Top Companies for Leaders 2015.

Attkisson, J. and Stomski, L. (2013). Building the Right High Potential Pool: How Organizations Define, Assess, and Calibrate Their Critical Talent. Aon Hewitt.

## How do we define leadership success strengths?

Assessing a leader's potential requires determining the probability of success at a particular passage in the leadership journey. With our validated Leadership Strengths Model, we assess the facets of a person's personality that is relevant to becoming a successful leader. We undertake a holistic look at an individual's ability, agility and aspirations, which we assess using a streamlined, high-impact, multi-trait, multi-method approach.



- ➔ **Ability** – Internal motivations; ambition; capabilities, such as social adeptness, emotional intelligence, persistence and tenacity, influencing skills that contribute to strong leadership performance.
- ➔ **Agility** – The desire and capability to learn, adapt to the environment and seek new skills and experiences on the job.
- ➔ **Aspiration** – The desire and will to take on leadership roles.



### Available languages

The system, assessments and reports are available in many languages. Additional languages can be requested.



### Available norm groups

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

For more information about how ADEPT-15 can support your talent strategy:  
[www.cut-e.com/online-assessment/personality-questionnaires](http://www.cut-e.com/online-assessment/personality-questionnaires)



**About cut-e:** Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

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