

# LEADERSHIP ASSESSMENT

How do you know if the people you are hiring will align with your organization, and how they will perform in their role? The answer lies in the powerful Science of Personality – because personality predicts workplace performance.

With 11 million assessments (and counting!) across 180 countries, in over 50 languages, Hogan knows how and why people behave the way they do. Renowned as the gold standard in personality assessment, Hogan’s comprehensive approach provides the depth and detail needed to hire the right employees, identify and develop talented individuals, and build better leaders.

Powered by Hogan, the ThreeFish Leadership Assessment solutions help people and organizations succeed using data-driven talent insights.



At ThreeFish, we look at Leadership Potential from three perspectives – Business, People and Self Leadership.

**Under this are five competencies of:**

- Leading self
- Leading people
- Leading business
- Leading relationships
- Leading results

**Our Potential Assessment is built around this model, and involves:**

- Hogan to predict personality
- Interviews with managers/leaders/stakeholders
- 360 Feedback Survey
- Integration
- Feedback to leader
- Review to organization



Organizations sometimes need an objective assessment of their leadership talent. We provide easy-to-implement and time-efficient solution to help you assess leadership potential and plan for succession. Psychometric assessments combined with structured behavioral interviews, 360 feedback and Manager interviews provide a robust, reliable, and valid way to assess leadership potential and plan for succession. Summary developmental report is prepared. Assessment results are reviewed with key sponsors (CEO/Business Leader/HR Leader). Confidential, 1-1 feedback session is held with the participant to help them craft targeted development plans.