

Assessing Learning Agility: The TALENTx7®

Learning agility is the ability to learn the right lessons from work experiences and the willingness to apply those lessons to perform successfully in new and challenging leadership roles. In the past

decade, research has demonstrated that learning agility is a highly robust predictor of leadership performance and potential. In fact, learning agility has a stronger relationship with leadership success than either IQ or EQ. And in the volatile times in which we live and lead, learning agility is more important than ever!

The TALENTx7® is a scientifically developed and validated assessment of learning agility that can eliminate much of the guesswork, perceptual biases, and subjectivity from leadership selection and annual talent reviews. Hard data are examined to help measure an individual's leadership potential. The conversation changes from hearsay, limited observations, and opinions to applying independently collected and objective information to make such important talent decisions.

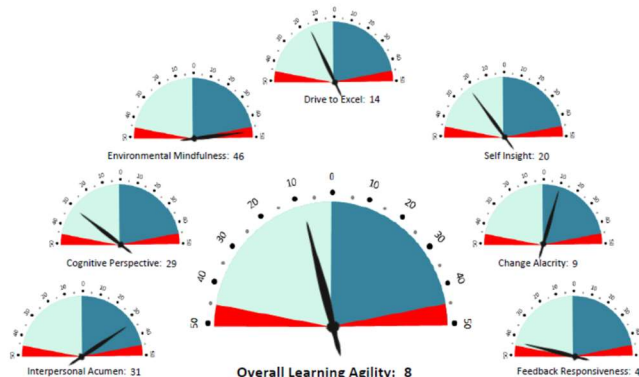
In addition, talent managers, executive coaches and mentors are provided new insights into an individual's leadership strengths and developmental areas.

Key Features and Benefits

- Online, self-assessment – compatible with all mobile devices.
- Can be used independently or in conjunction with a other assessment instruments
- GDPR compliant.
- Most comprehensive assessment of learning agility on the market, providing scores on seven different facets.
- High-level summary of the individual's overall learning agility profile, plus specific behavioral tendencies are highlighted for each facet.
- Red zones identify potential derailers and overuse behaviors for each facet.
- Easy to interpret dashboard scoring system (see illustration below).
- Professionally developed and validated. Technical report available upon request.
- No adverse impact.
- Specially designed psychometric scales evaluate usability of assessment results. Scores are adjusted for social desirability.
- Three reports – Individual Feedback Report, Professional Coach's Report, and Organizational Report.
- Assessment and Report Languages
 - English
 - Indonesian
 - Chinese
 - Portuguese
 - French
 - Spanish
 - German
 - Turkish
 - Japanese
 - Dutch (forthcoming)
- Time to complete assessment 20-30 minutes
- Pricing levels per assessment in U.S. dollars
 - \$250 (1 – 49)
 - \$225 (50-99)
 - \$200 (100-249)
 - \$175 (250-499)
 - \$125 (500+)

- ✓ Leadership Selection
- ✓ Identification and Development of High Potentials
- ✓ Leadership Development
- ✓ Selection for Global or Stretch Assignments
- ✓ Promotion and Transfer Decisions
- ✓ M&A Integration and Restructuring

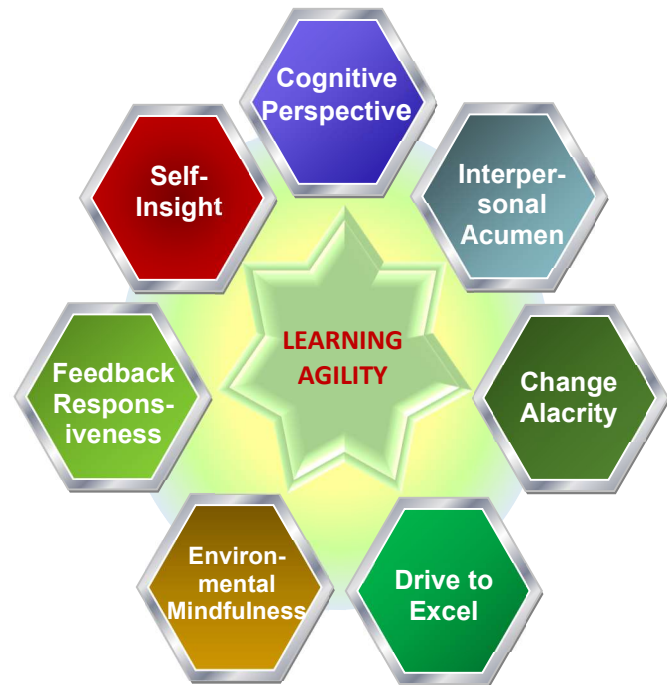
Easy to interpret scores are provided on seven facets of learning agility: (a) interpersonal acumen, (b) cognitive perspective, (c) environmental mindfulness, (d) drive to excel, (e) self-insight, (f) change alacrity, and (g) feedback responsiveness. Positive behaviors and potential derailers are identified for each facet. "Moving the needle" takes on a whole new meaning with regard to leadership development.



Facets of Learning Agility

Each facet of learning agility measured by the TALENTx7[®] is defined by the extent to which an individual displays the following behaviors:

1. **Cognitive Perspective:** Thinks critically and strategically to solve complex problems; embraces difficult, multifaceted organizational issues; approaches organizational situations from a broad high-level viewpoint; and focuses on multiple inputs rather than relying on only one or two functional/technical perspectives.
2. **Interpersonal Acumen:** Interacts effectively with a diversity of people; understands their unique motives, values, and goals as well as their strengths and limitations; instills confidence in them; and leverages them to perform successfully on their jobs.
3. **Change Alacrity:** Demonstrates curiosity and eagerness to learn new ideas and ways of behaving; open-minded to new situations; relishes change; and continuously seeks innovative (and at times risky) approaches to perform their jobs.
4. **Drive to Excel:** Motivated by difficult assignments; sets challenging personal and organizational goals; resourceful; and delivers outstanding results in new and untested situations.
5. **Self-Insight:** Accurately understands themselves; their capabilities, weaknesses, beliefs, values, and feelings; as well as their personal goals as it relates to the workplace.
6. **Environmental Mindfulness:** Observes their external surroundings carefully; attends fully to changing job duties and requirements in new organizational roles; approaches environmental changes in a nonjudgmental manner; and regulates emotions effectively.
7. **Feedback Responsiveness:** Solicits, listens to, and accepts personal feedback from others; carefully considers its merits; and subsequently takes corrective action for performance improvement.



For More Information

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