



Executive Assessment

Assessment Outline

Stage 1 – Online Assessment Tool

- Measure personality traits and predict job performance
- Identify risks and derailers of interpersonal behaviour
- Reveal goals, core values and interests
- Assess Emotional and Intellectual Intelligence

Stage 2 – Interview

- One to one consultation to further explore candidates' motives, drivers, strengths and areas for development
- Review of outcomes from Stage 1

Stage 3 - Reporting

- Written report detailing results of Stages 1 & 2 with clear and honest recommendations for next steps

Reported evidence combined with high quality feedback is the ideal platform to inform accurate decision making.

Target Audience HR Professionals and senior management looking for a comprehensive assessment process which can be used as a stand-alone tool, or complement to an existing talent management framework.

The Value of Evidence over Intuition

Assessment for a Key Role

Whether you are looking for the next “C” level officer or a first line manager in a critical function, we assess the candidates and provide an objective, independent opinion; looking at the relative strengths and likely gaps of each candidate

Assessment for Development

Unlocking the potential of your employees is crucial to maximising the continued success of your business. With a simple and transparent process, Clarity will focus on the development areas that provide the biggest return on investment for both the sponsor company and the individual.

Assessment for Teams

Most companies use teams as the core units of performance, yet spend little time on ensuring the dynamics within the team are optimised. Clarity has significant experience of working with intact and virtual teams to improve performance.

Assessment & Development Centres

Clarity Leadership is a firm believer in objective, point-of-view evidence based assessments. We design and deliver bespoke Assessment and Development Programmes using a variety of tools which enable candidates to display their abilities in a range of role-relevant situations. Combined with our case study exercises, role-plays and presentations, we often include Behavioural Event or Panel Interviews to pinpoint areas where the candidates are strong.

Tim Bilton – Clarity Business Coach

Tim is an expert in the field of Assessment, Development and Executive Coaching. He has a wealth of knowledge and a truly global perspective on Talent Agility, Leadership Effectiveness and the nature of Potential. Being competitive and successful in today's complex marketplace requires an agile approach to talent, from effectively identifying, developing and retaining talent to fostering a robust talent pipeline. His depth of experience in combining probing interview techniques with a bespoke complement of the latest psychometric tools, enables him to assess the whole person and not just the personality. He provides a practical, robust framework for client decision making and future development. With an MSc in Applied Psychology from Cranfield University, he has lived and worked all over the world, influencing senior leaders across Europe, Asia Pacific and the Middle East from a wide range of industry sectors



Our Clients



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