

# Readiness Diagnostic

## The Best Assessment for Your Organization



### Create A Baseline Understanding

Understanding the **'current state'** vs **target state** required across job roles and business units



### Identify Alignment Issues that Impact Execution

Between **managers & direct reports** and peers across job roles in-light of strategies



### Transformation Metrics

Monitor **change in behaviors** & benchmark proficiency vs. target levels



### Inform On-Going Coaching Discussions

Identify specific & **actionable areas to develop & apply** 'on the job'



### Status of Job Role Specific Competencies

Link **job role competencies** to strategies and identify gaps that impact execution of plans



### Formulate Targeted Development Plans & Activities

Tailored to **individual assessment results** and geared to address knowledge or practice gaps



### Socialize Performance Standards

Define **'what good looks like'** in observable behavioral terms. Identify competency specific 'exemplar performers' to act as peer-mentors/coaches



### Increase Employee Engagement

The context intensive approach increases the **perceived relevance** of the results to increase engagement with the development recommendations



### Identify the Transformation 'Mindset' Status

Discover the organizations **collective 'felt need'** for development across the measured competencies