

# KORN FERRY ASSESS

HIGH POTENTIAL SOLUTION



## Uncover potential with precision

As leaders advance, they face increased challenges, breadth, and complexity. They must reallocate their focus to help others perform effectively, valuing leadership tasks such as planning, coordinating, and coaching. These attributes develop over a career and do not simply emerge upon promotion. Identifying high potential early helps nurture these essential leadership qualities.

## Solution Overview

The Korn Ferry Assess Potential solution leverages decades of research to help you identify employees with the potential to take on more challenging roles in the future.

We assess participants objectively and accurately against the main measures of leadership potential—leadership traits, drivers, experiences, learning agility, and derailment risks. This data is then translated into actionable insights to address development gaps and guide talent investment decisions for the future.

## BENEFITS

- Quickly and accurately identify individuals with high leadership potential using a standardized, scientific, and data-driven assessment approach.
- In-depth reporting provides individuals with insights into their potential for higher leadership roles and areas for development.
- Improve return on development spend by investing in the right in the right talent and target the right areas for development.
- Ensure a robust pipeline of leadership talent to secure your organization's future.

### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

## Challenges in identifying high potential employees

Organizations face challenges in identifying high-potential employees, including achieving consistency in how potential is defined, differentiating potential from performance, and understanding where to invest in development based on potential. Additionally, driving actionable development and succession plans that are grounded in potential remains a critical need.

## How our Potential solution can help

Our Potential solution helps by offering a research-based, comprehensive assessment that focuses on characteristics vital for larger, broader roles. It provides scalable assessments with easy-to-interpret results centered on insight and development, emphasizing who you are rather than what you do. This enables organizations to know where to invest based on target level success benchmarks and offers an organizational view of potential to make critical talent decisions.



## ASSESSMENT OUTPUTS

Assessment reports provide deep, valuable insights about an individual and require trained interpretation.

- **Participant Potential Report:** Provides insights into six key areas: leadership traits, learning agility, drivers, experience, derailment risks, and expanding potential. These insights offer a realistic view of individuals for the organization and valuable development tips for participants.
- **Talent Grid Export:** A stack-ranked export of all insights for each participant in the cohort, enabling quick data analysis and comparisons.
- **Risk Factors Report:** Highlights potential derailment risks that may hinder an individual's progression, offering a deeper view into derailment risks for proactive development.
- **Comprehensive Insights:** Measures against research-based target levels of where your people can go, not where they are today. with insights into learning agility, traits, drivers, experiences, capacity, derailment risks

*It's not about where your people are today. It's about how far they can go, and how fast.*

### Why Korn Ferry

Korn Ferry Assess is backed by over 50 years of research and expertise in talent management. Our solutions are trusted by leading organizations worldwide to drive performance and achieve business success. By choosing Korn Ferry Assess, you are partnering with a proven leader in the industry, committed to helping you unlock the full potential of your workforce.