

Assessment Services for Promotion

Built by Catapult.

When you're deciding who to promote to the top tier of your organization, you want to make the right decision.

Our assessment services and expert insights can help you select the right leader to promote.



Data-Driven Decisions: The Power of Assessments in Leadership Promotion

In the dynamic and competitive landscape of today's business world, the identification and cultivation of effective leaders is a critical imperative for any organization aiming to thrive and succeed. Selecting the right individuals for leadership positions can be a complex and multifaceted process, fraught with subjective biases and uncertainties.

This is where psychometric assessments play a pivotal role. These scientifically designed tools provide a structured and objective means to evaluate the capabilities, skills, and potential of leaders, helping businesses make informed decisions about promotions and leadership development. By relying on the insights offered by psychometric assessments, organizations can not only identify the most promising leadership talent within their ranks but also foster a culture of continuous improvement, ultimately enhancing their long-term prospects for growth and success.

When you're deciding who to promote to the top of your organization, you **can't afford** to get it wrong.



Your Challenge

- How can I be more certain I'm making the right decision when determining who to promote?
- How do I reduce the potential for subjective biases?
- What can I do to gain a deeper understanding of promotion candidates?
- How can I improve our promotion process?
- How can I reduce the chances for making a wrong decision?

Our Solution

Catapult's **Assessment Services** are backed by decades of expertise in executive search, organizational and leadership development, and strategic planning.

Our knowledge, experience and insight, combined with 30+ years of industry-leading research, will help ensure you're promoting the right talent for the highest levels of your organization.

Who is this Assessment Services Package for?

- Entry to senior level leaders and managers who will have operational and/or strategic oversight of a division, department or frontline team.
- We recommend a more robust evaluation/assessment process for C-Suite roles. Talk to us for details.



What's included in Catapult's Assessment Services package?

- ✓ Hogan Leadership Forecast and Emotional Quotient Inventory Assessments
- ✓ Assessment analysis and debrief provided by Catapult expert to include:
 - Customized, detailed Assessment Summary report
 - Expert recommendations
- ✓ Post-selection debrief to review assessment results and provide insights into potential development opportunities

Optional addition:

1:1 Interview with promotion candidate(s)
conducted by a Catapult expert

(If selected, additional fees apply.)

What assessments do we use?

- ✓ The assessments utilized by Catapult are the “gold standard” in behavioral and personality assessments.
- ✓ Hogan Leadership Forecast series offers the most accurate and efficient tools for predicting a leader’s performance.
- ✓ Tested, valid, and reliable assessment tools to assist in hiring and development can help predict fit, capabilities, and potential.
- ✓ Backed by over 30 years of industry leading research.

Hogan Personality Inventory

Measures personality characteristics for job fit, relationships, and career success.



Hogan Development Survey

Measures potentially career-derailing personality characteristics.



Motives, Values & Preferences

Measures core values, goals, and interests for organizational and motivational fit.



Hogan Business Reasoning Inventory

Measures the ability to evaluate, make decisions, solve problems, and avoid mistakes.



Emotional Intelligence 2.0

Measures emotional intelligence, social competencies, and development needs.



How do assessments help?



Assessments are accurate and efficient tools for predicting a candidate's performance. Assessments can help:

- Reduce bias.
- Minimize turnover.
- Increase employee satisfaction.
- Support a strong organizational culture.
- Ensure your promotion candidate has the skills needed to build relationships and teams, resolve conflict, solve problems, lead effectively, and build resilience.

How does the process work?

- ✓ We meet with you to discuss the role, the timeline, and the organizational needs.
- ✓ We complete a detailed review of the promotion candidate's experience, launch the assessments and, if requested, interview the promotion candidate.
- ✓ We meet with you to review the assessment results and analysis, provide our customized assessment summary, and share our expert recommendations.
- ✓ Once the promotion is made, we review the assessment results and provide insights into potential development opportunities with the person promoted.



Optional interview:

The purpose of this step is to gain additional insights into the promotion candidate's background and personality and to offer a second opinion from experts who have interviewed countless executives and to share additional insights and development recommendations with the decision-maker.



How much does it cost?

\$2,500* per candidate which includes:

- Detailed assessment analysis by certified experts, customized assessment summary report, in-depth debrief with hiring manager, debrief with promoted person, and high-level development recommendations provided.

\$650* per candidate which includes:

- Hogan Leadership Forecast and EQI assessments

Optional add-on: \$1,500* per interview

- Promotional candidate interview conducted by seasoned experts. Customized competency-based interview questions, summary and development recommendations provided.

What you get from Catapult

Deeper insights into your promotion candidate backed by assessment science and decades of experience selecting leaders.

Certified Hogan and EQI experts to help you evaluate your candidate and give you the confidence to make the right selection.

30+ years of expertise to help guide you through the crucial decision process. We've been in your shoes, and we know how important it is to get this right.

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EXECUTIVE CONSULTING



Empire State Development
MWBE
Minority Women Business Enterprise

The Catapult Difference

Our assessment services help you ensure not just a good fit, but the right fit.

Our decades of expertise in assessing and evaluating candidates gives you the confidence to make the right decision.

We provide development guidance to the promoted person to ensure they get the right start in their new role.

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EXECUTIVE CONSULTING

Catapult's Executive Search Experts

Marsha Koelmel, CPCC
Co-President



Paige Nero, MSA
Senior Director of Talent



Our experts are Hogan and EQI certified with over 30 years combined experience focused on aligning the right leadership talent for countless organizations.

Testimonials

"Their professional insights, candidates' assessments, and screening process enabled our search committee to quickly identify and secure an exceptional candidate."

"Catapult's qualification analysis- including personality profiling- was excellent and spot on for the applicant we chose, whose performance has been even better than hoped for. We would recommend Catapult highly and enthusiastically for searches that require insight, diligence, and great follow through."

"The performance of Catapult was simply outstanding. We could not have been more satisfied with the advice and counsel provided during their engagement. Led by Catapult Co-President, Marsha Koelmel, we felt from the onset that we were in expert hands. For us, the key factor that differentiated Catapult from the other firms we considered, was their genuine interest in working first to understand our priorities, preferences, and concerns."

How do I get started?

Contact us today!

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- <https://catapultsuccess.com/contact>

