

# Assessment Services for Search

Built by Catapult.

Make the right hiring decision.

Our assessment services and expert insights can help you select the right talent for the top of your organization.

When you can't afford to get it wrong.

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FORBES  
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When you're searching for a leader, resumes and interviews can only tell you so much. **Assessments can help you go deeper.** You can get a better understanding of your candidates to be sure you're making the **right decision.**

**Catapult's Assessment Services** can help you narrow your field of applicants with assessments backed by over 30 years of science. Our experts will provide insights, guidance, and advice to give you **the confidence to ensure you're making the right selection for the top of your organization.**

When you're hiring for the top of your organization, you **can't afford** to get it wrong.



# Your Challenge

- How can I be sure the executive I am considering hiring for my organization will be the right fit?
- What can I do to get a deeper understanding of executive candidates?
- How can I upgrade the talent selection process for my organization?
- How can I reduce the potential for making a wrong hiring decision at the executive level?

# 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 selecting the right talent for the highest levels of your organization.

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

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

## **Optional addition:**

1:1 Candidate interview conducted by a  
Catapult Executive Search 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 offer 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.



# Why do assessments matter?



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

- Reduce bias during hiring.
- Minimize turnover.
- Reduce time to hire.
- Increase employee satisfaction.
- Support a strong organizational culture.
- Ensure your candidate has the skills critical 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 you are hiring for, the timeline, and the organizational needs.
- ✓ We review the candidate's resume, launch the assessments and, if requested, interview the candidate.
- ✓ We meet with you to review the assessment results and analysis, provide our customized assessment summary, and share our expert recommendations.
- ✓ Once the candidate is hired, we review the assessment results with the hiree, and provide insights into potential development opportunities.

## Timing:

Catapult's Assessment Services for Executive Search are recommended to be implemented at the end of a search process when finalists have been selected for the final phase of interviews.

## Optional candidate interview:

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



# How much does it cost?

**\$2,000\*** per candidate which includes:

- Hogan Leadership Forecast and EQI assessments, detailed assessment analysis by certified experts, customized summary report, in-depth debrief with hiring manager, and debrief with hired candidate.

**\$650\*** per candidate which includes:

- Hogan Leadership Forecast and EQI assessments

**Optional add-on: \$1,000-1,500\*** per candidate

- Candidate interview conducted by seasoned executive search experts. Customized competency-based interview questions, summary and development recommendations provided.



# What you get from Catapult

Deeper insights into your 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 hiring decision. We've been in your shoes, and we know how important it is to get this right.

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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 hired candidate to ensure they get the right start in your organization.

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## 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>

