

# Identify Potential Leaders and Empower Career Mobility With Talent Assessments



Reshape and optimize your workforce

To reach its goals, your organization must provide the structure and resources to empower your existing talent to become the workforce of the future. Development assessments provide valuable information that can transform the shape of your workforce by identifying leadership potential, supporting internal mobility and optimizing employee potential.

## Leaders in the Digital World

Leadership skills and styles are changing – and will continue to change. Companies need leaders who learn and adapt, who can innovate and collaborate in new ways and move into the role of a facilitator to empower their teams. Aon's personality assessments pinpoint the specific key qualities that research has proven to be linked to success in leadership roles. **Those scoring high on these leadership competencies are:**

**30%** better at continuous improvement  
**15%** more likely to manage their own workload and self-develop

**25%** stronger at problem-solving  
**20%** higher rated on job performance

## Empower Employee Development

Support your current employees by giving them the tools to map out, plan and work towards a future-facing career within your organization. **Six steps to empowering development:**

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|---------------|--|---------------|---|---------------|--|
| <b>Step 1</b> | <b>Share Skills Profiles</b><br>Use talent assessments to show employees how their skills can be developed | <b>Step 3</b> | <b>Highlight How Skills Relate to Other Roles</b><br>Create and share job neighborhoods           | <b>Step 5</b> | <b>Continue the Conversation</b><br>Create space for career conversations                  |
| <b>Step 2</b> | <b>Articulate the Skills Needed in the Future</b><br>Cultivate future skills                               | <b>Step 4</b> | <b>Ensure a Line of Sight Into the Opportunities</b><br>Give employees tools to plot career paths | <b>Step 6</b> | <b>Support Upskilling and Reskilling</b><br>Inspire self-ownership of acquiring new skills |



### Read Aon's Guide: Reshape and Optimize Your Workforce

Download our guide *Reshape and Optimize Your Workforce* for insight into how assessment can help you hire and develop the talent you need to reach your goals.

#### We Are Here to Help

Get in touch with our experts: [assessment.aon.com/about-us/request](https://assessment.aon.com/about-us/request)

