Talent Assessment

Name:

Title/Role:

EXECUTIVE SUMMARY:

[Executive substance/presence; key value contribution; personality match; actual (vs. stated) role within the organization; future potential; core skills and competencies (breadth and depth; cutting-edge skills and practices) and how well they are matched to the role that is required for Newco.]

**Background Information:**

[Include factors relevant to personality development including upbringing, values and beliefs, life experience, drive, education, behaviors relevant to personality, identity and self-awareness, family situation, etc.]

**Intellectual Characteristics:**

[Describe mental ability, numbers and quantitative reasoning, critical thinking, fluid reasoning (novel problem solving), education level and other acquired skills, etc.]

**Emotional Characteristics:**

[Describe how the individual is perceived and experienced by others through emotion; ability to regulate emotions; personality extreme tendencies; conflict resolution skills; self-awareness and self-insight; responsiveness to feedback; optimism/pessimism/realism; ability to grow from negative experiences and mistakes; use of emotion in decision-making; wisdom acquisition and intuition; values and beliefs; etc.]

**Inter-personal Skills:**

[Describe how the individual is perceived and experienced by others and manages relationships; “give and take” tendencies; approach to resolving conflict; warmth; approach to handling performance problems; ability to get results and get work done through others; ability to help others grow and push him/herself and others outside of their comfort zone; trust and respect; integrity; communication skills; handling difficult situations or tough decisions; cooperative vs. competitive behavior; standards the person sets for him/herself and others.]

**Motivations and Aspirations:**

[Describe how the individual is primarily motivated: power (influence), achievement (getting things done) or affiliation (relationships). List self-described and apparent core needs and how well they are met in his/her current role. Describe dreams and ambitions and further needs/plans for development. Describe specific times/behaviors/environment/circumstances that produced optimal levels of performance and satisfaction.]

**Stress Points and Behaviors:**

[Describe individuals/environments/circumstances that the individual finds particularly stressful, upsetting, depressing, energy-draining or unpleasant. What environments and situations does the individual avoid and what specific attributes cause this? Individuals may avoid the same situations or environments for very different reasons. For example, one individual may avoid environments that are highly predictable and do not allow for novel problem solving because they do not meet their needs for achievement, affiliation and/or power, while another individual may avoid the same environments because they are “boring” and do not provide enough stimulation in the moment. Another example: one individual may avoid “cutthroat” cultures because they are high pressure/too stressful/do not allow for sufficient time outside of the environment, while another individual may avoid these environments because they tend to produce more unethical, competitive and bullying behaviors, which are contrary to core values. Describe the behaviors that appear during times of stress and significant unmet needs.]

**Summary (general and role-specific):**

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| **Strengths** | **Weaknesses** |
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