

Measure your talent's skills today to be ready for tomorrow's business needs



The challenges



Where do we need to upskill our people?



How can we have richer career planning conversations?



What learning and development should I invest in?



Who are my leaders for tomorrow?

The opportunity

Talent assessments measure the critical behaviors required for high performance. Results identify capabilities that may be lacking and where your strongest resources sit. Talent assessments are valuable tools for when you need to:

- Prepare for changing market demands
- Identify where talent capability gaps may exist
- Prioritize learning and development investments
- Propel leadership development
- Upskill or reskill employees

See Ahead. Move Now.

- Know where your people stand against critical skills and competencies
- Craft an upskilling initiative that your people will buy into
- Invest in learning programs that can have the biggest payoff

The opportunity

We work with you to tailor an assessment program with behavioral-based content, engaging design, and audience-specific reporting.



Skill and Will

Measure proficiency and interest on key capabilities



Situational Judgment Tests

Combine key capabilities into scenario-based questions that mimic real work scenarios



Leader and Manager Development

Collect feedback from multiple raters for a holistic assessment to drive development



Organizational Network Analysis (ONA)

Understand key influencers and connectors in how work gets done



Interactive Scenarios

Leverage custom realistic role-plays to measure and train



Structured Interviews

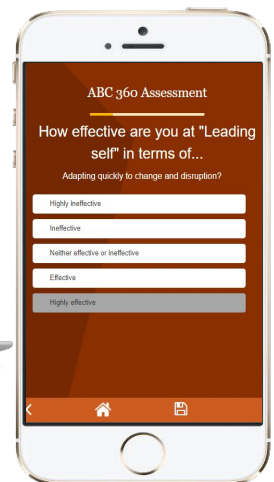
High-touch, interview based assessment ideal for leaders



Customizable Talent Assessment Technology

Our online assessment technology is:

- **Flexible**, with the ability to use standard or custom competencies / behavioral indicators
- **Accessible** to a variety of raters for completion
- **Scalable**, can be deployed enterprise wide across the globe
- **Tailored** for the role, with the ability to assess supplemental competencies for special groups



Why PwC?



Subject matter experience

PwC brings deep experience in I/O psychology, organizational development and applied experience to help tackle complex organizational challenges.



Proven approaches, customized

We help customize approaches to meet clients' unique needs and goals, incorporating proven approaches and methodologies to solutions and roadmaps that connect talent architecture to talent management approaches.



Advanced technologies

Our technologies allow for greater involvement, faster results, and deeper analysis. Job Profiler helps clients accelerate and validate the identification of job-specific critical skills, knowledge and abilities.



Benchmarking Data

This allows for client-specific customization informed through a robust data set across industries, organizational size, and functions. We have access to benchmarks across industries and organizational type, size, and geography.



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