

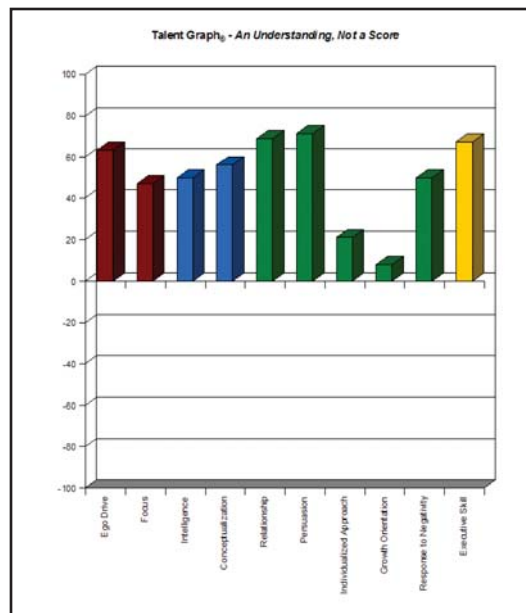
Executive In-Depth Interview

The Executive In-Depth Interview is given to individuals who set a vision for their organization or division. They operate on a strategic level rather than being highly involved in the implementation or daily operations of their team. They often must work through other leaders to accomplish their goals because their responsibilities have moved beyond the day-to-day management of people and financial goals.

Talent Acquisition

When the interview is complete, the client can view a Talent Graph® of the candidate's results online through TalentBank® 5.0.

Additionally, the client receives a written Talent Prediction® that summarizes the candidate's interview results. This written analysis is further complemented by a consultation session with a leadership consultant to discuss the candidate's talent and potential fit for the role and organization.



Executive In-Depth Interview

Talent Development

The Executive In-Depth Interview is also used to develop and further maximize the talents of leaders already a part of an organization. A written Talent Profile® summarizes an employee's leadership talent and provides recommendations for further capitalizing on their strengths or managing their weaknesses.

Talent Plus leadership consultants also partner with clients for supplemental development opportunities, including executive coaching, Collaborative Coaching® with executives and their managers and team development.

Talent Profile, of John Doe Executive Interview
<p>Synopsis:</p> <p>Mr. Doe is a relationship-oriented individual who possesses a strong drive and desire to be the best. He can be described as competitive, intelligent and aggressive. His Talent Profile reveals an individual who excels at influencing others, especially when it is to their benefit. Mr. Doe's moral compass will likely guide him in making ethical decisions, and he demonstrates the ability to make good decisions even in complex situations.</p> <p>Ego Drive:</p> <p>Mr. Doe is a confident individual whose strong internal locus of control is transparent. He is driven to achieve results and believes he has the ability and talent to do so. With a healthy self-concept, Mr. Doe is well aware of both his strengths and weaknesses. Also, it is evident that he is quite competitive. Being the best fuels his passion to become more successful. Similar to how competitive leaders feel, Mr. Doe admits to becoming upset, although not overly so, with a defeat. He describes his ideal survivor leader as someone with much imagination, a similarly intense drive to achieve and a willingness to partner with him in creating win-win situations. Overall, Mr. Doe's strong Ego Drive is indicative of an individual who has been positively influenced by healthy role models.</p> <p>Recommendations:</p> <ul style="list-style-type: none"> + As with most competitive leaders, it will be important that Mr. Doe be recognized when he goes above and beyond the call of duty. While undeserved recognition will be meaningless to him, doing so when warranted will serve as great motivation. + As a consequence of Mr. Doe's competitive drive, review his key performance indicators and determine whether they are written in a competitive format. When his results are compared to a peer's or competitor's results, his intensity is likely to accelerate. Determine whether his key performance indicators are written in a sufficiently competitive format. If not, consider rewording them. <p>Focus:</p> <p>Mr. Doe clearly has a passion for what he does. To him, creating a positive customer experience is not just a job, but a responsibility to ensure people are receiving value for their money. He cherishes the opportunity provided by his role to interact with different individuals from a both a service and hierarchical standpoint. This theme is indicative of an individual whose mind is consistently exploring next steps and how to make improvements in his role, even when he is not at work. Overall, Mr. Doe will be well engaged at work when challenged and given the opportunity to express his talents. He is more goal oriented and will feel most alive when accomplishing objectives that are in front of him.</p> <p>Recommendations:</p> <ul style="list-style-type: none"> + If not already done, consider discussing with him his long-term career aspirations. Ensure that he has the support needed to accomplish whatever priorities he has set for himself vocally.