

# Identify Leadership Potential Sooner

The data you need to spot future leaders earlier in their career.



**SOLUTION:**  
Early Identifier

**YOUR VALUE:**  
Get high-value insights to identify potential of future leaders and uncover gaps to boost your leadership pipeline.

**VALUE TO LEADERS:**  
Future leaders get a realistic preview of the role and early insight and tools for development plans and next steps.

*“The Early Identifier assessment results provided a valuable data point that we used to help determine who to include in our Emerging Leader program.”*

**Kevin Wright**  
Director of Organizational Learning, McLeod Health

## WITH EARLY IDENTIFIER YOU CAN:



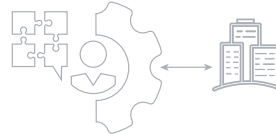
### Spot the Right Potential Sooner

Put the right people into high-potential programs with data that accurately and objectively identifies future leadership capabilities earlier.



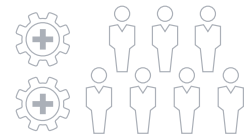
### Accelerate Development

Get data and insights on strengths, gaps, and how personality enables or inhibits performance to improve development planning discussions.



### Engage & Retain Leaders

68% of future leaders have left their job. Measure the top three predictors of retention: manager support, job challenge, and career growth opportunity.



### Improve Bench Strength

Only 11% of organizations have a strong bench. Get group-level insights to fuel development today and proactively plan for future leadership needs.



## SOLUTION AT A GLANCE

### Innovative Experience

An engaging, multi-method approach places participants in realistic leadership situations, including challenges they may not yet have encountered.

### Powerful Insight

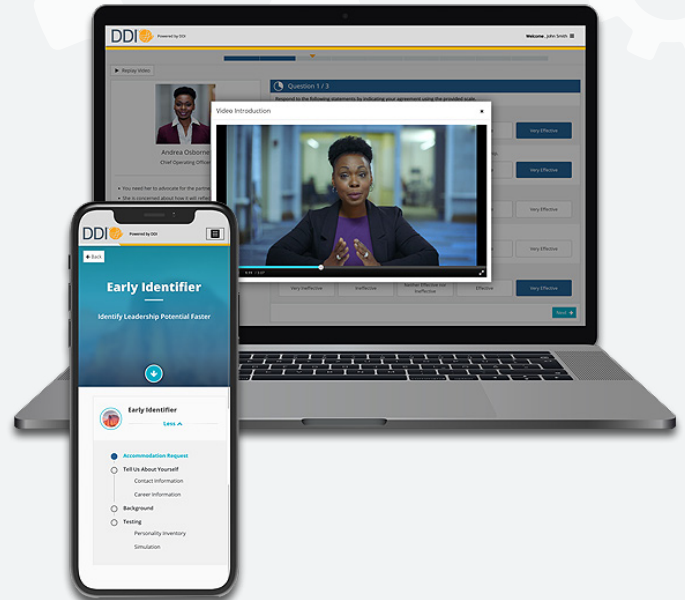
Intuitive, interactive reports with both individual and group-level data provide holistic, reliable insights, including a snapshot of organizational potential and actionable results for targeted development.

### Scalable Implementation

Easily assess 10 or 10,000 (or more) leaders using an efficient implementation process.

### Research-Based

The Early Identifier is based on DDI's proven Leadership Potential Factors, the fundamental dispositions and motivations that most accurately predict future leadership success.



## HOW IT WORKS

### 1.

Participants complete the assessment in less than 90 minutes, allowing them to experience higher-level leadership challenges such as navigating complex decisions, coaching direct reports, and leading change.

### 2.

Participants can immediately access their interactive online report. The individual-level reports provide personalized feedback and development guides to jumpstart career growth and a discussion with their manager for next steps.

### 3.

HR leaders and key stakeholders receive aggregate data on current leadership bench strength and gaps, retention drivers, and more.

### 4.

Review aggregate reports with a DDI consultant to identify broad areas of leadership strengths or gaps, and determine future strategies for accelerating leadership development and high-potential programs.

### Skills & Personality

Essential components of both skills and personality are measured to assess leadership potential.

#### Skills

- Analyzing Strategy
- Developing Others
- Driving Results
- Leading Change
- Managing Relationships
- Navigating Complex Decisions

#### Personality & Motivation

- Adaptive Motivation
- Assertiveness
- Coaching Motivation
- Collaborative Orientation
- Competitive Drive
- Control Orientation
- Discipline
- Feedback Receptivity
- Perspective Taking
- Workplace Curiosity

### Ready to learn more?

Visit us online:

[www.ddiworld.com/earlyidentifier](http://www.ddiworld.com/earlyidentifier)

Email: [info@ddiworld.com](mailto:info@ddiworld.com) or contact your DDI representative for next steps.