

KORN FERRY ASSESS

PROFESSIONAL DEVELOPMENT SOLUTION



Develop talent for high performance – at all levels in the organization.

With limited L&D budgets, many organizations focus on high-touch interventions for leadership and senior levels. However, employee development significantly impacts talent retention and productivity. Engagement research shows learning opportunities, professional development, and career progression are top drivers of employee satisfaction and performance.

Solution Overview

Suitable for both senior talent and lower levels within the organization, our assessments are designed to measure combinations of competencies, traits and drivers. These generate rich development insights plus an action planning guide to help individuals succeed both in their specific role and in their careers more generally.

Through scalable self-assessment, our professional development solution, available in 21+ languages and reports in 13+ languages, now makes it possible to influence the development of every level in your organization.

BENEFITS

- **Supports Development Activities:** Facilitates 1:1 coaching conversations, career planning, and personal development sessions.
- **Encourages Reflection:** Enhances self awareness and personal insight.
- **Aligns with Organizational Priorities:** Focuses development on key organizational and role-specific needs.
- **Identifies Strengths and Opportunities:** Recommends priorities for personal and professional growth.
- **Scalable Development Solution:** Promotes high performance and engagement across the entire organization.
- **Individualized Content:** Structures meaningful development discussions tailored to each team member.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

PRODUCT FEATURES



Develop against benchmarks

- Korn Ferry self-assessments of competencies, traits, and drivers measure individual characteristics that can impact and govern job performance. Competencies describe “what you do,” while drivers and traits capture “who you are.”
- Success Profiles are our research-based and validated portfolio of what makes an individual successful in thousands of roles.
- Configurable to make them specific to a role, level or organizational outcome, Success Profiles enable you to identify the skills, characteristics, and preferences of high performers.

Dynamic Feedback

- Deliver personalized feedback at scale tailored to individual participant needs and enhanced by AI-powered chatbot support to guide development journeys.
- Seamlessly tie feedback into Korn Ferry learning content for a comprehensive development experience.
- Dynamic Feedback builds upon the contents of the Participant Development Report and helps a participant understand assessment insights.
- Dynamic Feedback provides the participant with a tool they can use long after the assessment event itself.

Assessment Outputs

- **Talent Grid Export:** A scored data export of all insights for each participant in the cohort, enabling quick data analysis and comparisons.
- **The Participant Development Report:** Shows how a participant rates against the Success Profile, identifying highest and lowest scoring capabilities.
- Helps individuals consider their approach to work, reflect on successes and development areas, and plan for long-term development for future roles or situations.
- Assessment outputs offer deep, valuable insights that are simple enough for employees to interpret on their own or with feedback from their line manager or L&D team.

Consistent use of Korn Ferry assessments can improve overall talent performance by 25%¹.



¹Korn Ferry Institute

Why Korn Ferry

Korn Ferry Assess is backed by over 50 years of research and expertise in talent management. Our solutions are trusted by leading organizations worldwide to drive performance and achieve business success. By choosing Korn Ferry Assess, you are partnering with a proven leader in the industry, committed to helping you unlock the full potential of your workforce.