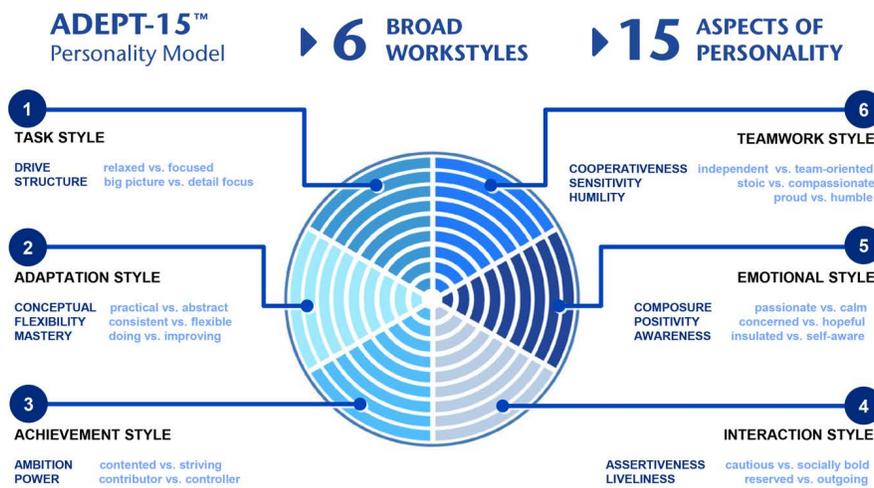


EMPLOYEE ASSESSMENTS: ADEPT-15™

What's on the surface is only half the picture. Employees and candidates bring more than just skills and experience with them to work—they bring their personality and all the preferences, tendencies and styles that come with it.

CultureFactors proudly partners with the world's most advanced assessment developers to select and develop employees who fit the cultures and roles of our clients. Aon Hewitt's Adaptive Employee Personality Test (ADEPT-15) is a scientifically based assessment designed to help organizations hire, promote and develop the very best talent. The ADEPT-15 harnesses Aon Hewitt's deep expertise in providing industry-leading human resources solutions with advanced science-based technology to deliver a one-of-a-kind tool for assessing current and potential employees.

The result is the most advanced personality assessment available today. It assesses 15 unique aspects of personality—grouped into six styles—that are critical for successful performance across organizational roles. Ten aspects are based directly on the well-validated Five Factor model of personality, while the other five aspects stem from decades of research on leadership effectiveness and learning orientation.



ROOTED IN SCIENCE

Modern psychometric theory models test taker response processes and presents items in a computerized adaptive testing (CAT) format that enhances accuracy and security as well as mitigates socially desirable responding and other attempts to “game” the test. Each item is presented in a multi-dimensional forced-choice format that requires examinees to choose the option they believe is most descriptive of them. Items are composed of pairs of statements chosen and matched on the basis of a test taker’s previous responses, as well as on social desirability and other psychometric constraints. The test takes about 25 minutes to complete and draws on a pool of over 350,000 unique item pairs to ensure maximum accuracy, efficiency and security.

To learn more about CultureFactors Assessment Programs, please call **+1.312.757.4642** or email **info@culturefactors.com**

KEY FEATURES

USES

- Selection
- Development
- Team Effectiveness
- All levels of executive and managerial jobs
- Professional and technical jobs

ADMINISTRATION

- Adaptive, web-based
- 25 minutes

LANGUAGES

- 21 different languages available

IMPACTFUL

Our assessment programs are useful for addressing a wide variety of your organization's most pressing human capital challenges, including:

- Selecting, promoting and on-boarding high performers who fit within your team and organizational culture.
- Identifying high potentials who will be the future leaders of your organization.
- Developing employees and leaders at all levels to understand their strengths and opportunities and use this awareness to more effectively engage and develop others, adapt to today's constantly evolving environment and drive results.
- Improving team effectiveness by promoting mutual understanding, awareness and how to leverage this diversity to win.
- Enhancing talent analytics to more effectively understand how to segment your workforce, target interventions, and unravel the true cause-and-effect processes impacting your human capital.

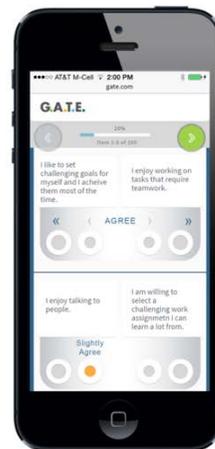
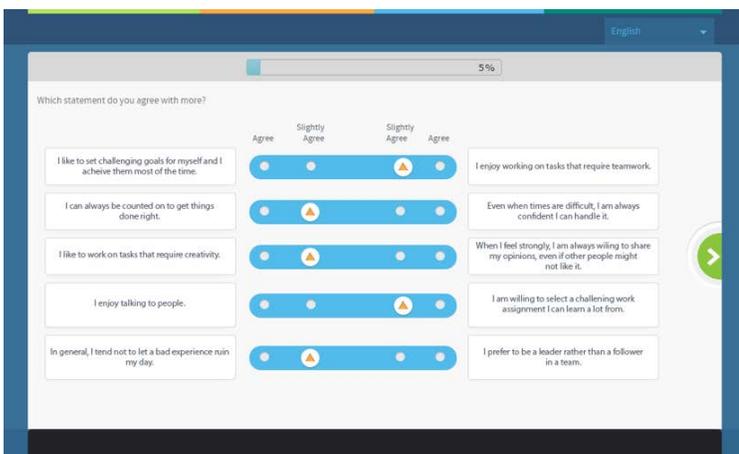
GLOBALLY RELEVANT AND FAIR

Our programs are designed from the ground up to be culturally and demographically applicable and fair. Throughout the development cycle, great care was taken to ensure all items are "culture-free" and have minimal demographic (ethnic, cultural, gender, disability status, etc.) differences. Additionally, our cultural adaptation process goes beyond simply translating the assessment content, and ensures accurate and comparable results across languages and geographies.

ADEPT-15 can be delivered in 21 different languages:

- Arabic
- Chinese (Simplified and Traditional)
- English (American and British)
- French (Canadian and European)
- German
- Hungarian
- Indonesian
- Italian
- Japanese
- Korean
- Marathi
- Polish
- Portuguese (Brazil)
- Russian
- Spanish (Americas and European)
- Thai
- Vietnamese

EXAMPLE ITEMS



ASK ABOUT USING ADEPT-15 IN A LEADeR® VIRTUAL SIMULATION AND ROLE PLAY

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