

*assume or
confide?*

Individual agile assessment

Goals and benefits

Anchoring agile approaches means more than to establish Scrum as a method. Our potential assessment provides a reliable basis for evaluating the probability of success in the target function and for promoting the necessary **agile skills**. We focus on capturing the relevant **personality factors** in dealing with the challenges of the VUCA world. We use specific procedures to check **role flexibility** in the cooperation and clarify **agile and classic leadership competences** (ambidextrous approach).

The feedback sequences thoroughly integrated into the assessment day provide a valuable examination of the participants' personal and professional development. We also conduct a detailed feedback session with them to explore the results. On request, a coaching or focus coaching can be carried out based on the results of the agile individual assessment in order to address key development issues.

Methods and contents

The individual assessment is conducted by experienced senior consultants. Each dimension to be assessed is evaluated several times using various procedures and exercises.

In addition to a detailed biographical interview, simulations tailored to the agile environment are implemented and systematically evaluated according to defined criteria:

- Challenging discussion about leadership in an agile leadership role
- Negotiation situation at lateral level
- Case study with presentation regarding a transformation towards a (more) agile organisation

A Situational Judgement Test on delegation and decision-making behaviour, personality tests, procedures on problem-solving and management skills as well as feedback sequences with self-reflection and daily feedback round off the assessment and facilitate a holistic and differentiated evaluation.

mpw fulfils the quality standards of the Swiss Assessment Association and the Swiss Association for Quality and Management Systems SQS.

Customised and flexible

We offer tailor-made solutions and arrange the dimensions to be assessed as well as the exercise mix in agreement with the client, depending on the specific issue. They have the option to participate as observers in the behavioural part of the assessment in order to better understand the results of the potential assessment. We highly value professional, quick and flexible processing. Individual assessments can usually be carried out within ten days of order placement and the written report is available within a week. Upon request, we offer verbal feedback the day after the assessment.

Face-to-face or remote

We conduct individual assessments on our premises or remote. A combination of online sequences and on-site implementation is also possible and allows for very flexible organisation and adaptation to the needs of the client.

Languages

German, English, French, Italian