

Leadership Development Assessments



Discover the leader you're becoming with feedback built to move your career forward.

Overview

OPM's Developmental Leadership Assessments give federal employees research-based insight into their leadership strengths, growth opportunities, and development priorities. Whether you're preparing for your first supervisory role or strengthening your effectiveness as an experienced leader, there's a bundle built for your development goals.

What You Get

Each bundle gives you access to tools used governmentwide, benchmarked against real federal leadership data, and supported by individual feedback or coaching to help you turn results into a concrete development plan—not just a report you file away.

Assessments:

- **OPM Leadership Potential Assessment:** Best for aspiring leaders preparing to step into supervisory roles with feedback on competencies and motivational factors that support leadership readiness and growth.
- **OPM Leadership 360™:** Anyone in a formal leadership role who wants multi-rater feedback on leadership behaviors aligned with the [Executive Core Qualifications](#) (ECQs).
- **OPM Personality Assessment for Leaders:** Offers research-based insights for leaders at all levels, focusing on personality-based tendencies that shape leadership style and effectiveness.

Developmental Support:

- **Individual feedback:** a 45-minute phone session with an OPM facilitator to review and interpret feedback report(s) and identify development areas.
- **Leadership coaching:** Three one-hour phone sessions with an OPM coach to help set developmental goals, create an action plan, reflect on progress, and identify practical steps to support continued growth.

What to Expect

Orientation

After selecting your bundle, you'll receive guidance on the assessment process, what to expect, and how to complete your assessment. For multi-rater assessments, this will also explain how to choose raters who can provide meaningful feedback.

Assessment Administration

You'll complete your assessments through OPM's online platform. You'll also invite raters for the OPM Leadership 360™ and Leadership Potential Assessment, giving supervisors, peers, and colleagues time to provide candid input on your leadership.

Your Results

After the survey closes, you'll receive a feedback guide and your individual report, giving you a clear picture of your strengths, development areas, and insights tailored to your leadership style, behaviors, or readiness.

Your Debrief

You'll then meet one-on-one with an OPM feedback provider or leadership coach, depending on your bundle, to review your results and begin shaping a clear plan for what comes next.

Note: Coaching sessions must be completed within three months of report delivery.

Assessment Details

OPM Leadership Potential Assessment (OPM-LPA): This multi-rater feedback tool evaluates aspiring government leaders on nine competencies and five motivational factors critical to career growth and readiness for a formal leadership role. Feedback from the aspiring leader, their supervisor, peers, and other stakeholders reveals how others experience their leadership behaviors, serving as a powerful foundation for targeted development and career growth.

OPM Leadership 360™: This multi-rater feedback tool gives government leaders a clear, comprehensive view of their leadership strengths and development needs related to the ECQ competencies. The assessment uses a structured process to collect feedback from multiple sources—the leader, their supervisor, peers, direct reports, and other stakeholders—to reveal how others experience a leader’s behaviors, helping them build self-awareness and focus their development where it matters most.

OPM Personality Assessment for Leaders (OPM-PAL): A self-assessment that measures the personality and behavioral tendencies that shape leadership style, based on the well-established “Big Five” framework (Extraversion, Agreeableness, Conscientiousness, Openness, and Emotional Stability). OPM psychologists have linked the five factors to the ECQ competencies, giving participants targeted feedback on how their personality affects their effectiveness as a leader.



Why Choose OPM?

For decades, agencies of every size and mission have relied on OPM to deliver human capital solutions that help them meet the nation’s most pressing challenges.

OPM advances government’s ability to hire, develop, and support a high-performing workforce with evidence-based assessments that identify top talent, strengthen organizational health, and elevate workforce and leadership performance.

Contact us:

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Assessment Bundles

Choose the assessment and feedback type that best supports your leadership and development goals.

Type	Best for	Assessment(s)			Support		Tuition
Single assessment + feedback		OPM-LPA	OPM 360™	OPM-PAL	Feedback	Coaching	—
Bundle 1	Aspiring leaders preparing to move into formal leadership roles.	✓	✗	✗	✓	✗	\$715
Bundle 2	Leaders in a formal leadership role who want multi-rater feedback on leadership behaviors aligned with the ECQs.	✗	✓	✗	✓	✗	\$715
Bundle 3	Aspiring or experienced leaders who want personality-based insight into leadership style and effectiveness.	✗	✗	✓	✓	✗	\$615
Two assessments + feedback							
Bundle 4	Aspiring leaders who want feedback on leadership readiness plus a personality-based lens on leadership style.	✓	✗	✓	✓	✗	\$965
Bundle 5	Leaders in formal roles who want multi-rater feedback plus a personality-based lens on leadership style.	✗	✓	✓	✓	✗	\$965
Two assessments + coaching							
Bundle 6	Aspiring leaders who want assessment feedback plus coaching support to guide development and career growth.	✓	✗	✓	✗	✓	\$2080
Bundle 7	Leaders in formal roles who want assessment feedback plus coaching support to guide development action.	✗	✓	✓	✗	✓	\$2080

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