

# LEADERSHIP FOR TODAY AND TOMORROW.



## Select. Develop. Support.

As your agency develops a 21st-century workforce of high-performing, technology-savvy employees, you need a cadre of leaders who can work with others to help shape your culture. You want candidates who possess the right mix of competencies and success potential, so you can invest in them with confidence. At the same time, your agency may be looking to evolve ... or risk getting left behind. Responding involves understanding the gaps within your organization, as well as the kind of leaders needed to fill them. All of these tasks require a trusted system of assessments that can help pinpoint leadership skills at every level.

## How HR Solutions Can Help

HR Solutions' integrated suite of leadership assessments provides valuable tools to help you hire the best candidates, develop their skills for your mission, and support individual leaders. Based on the Executive Core Qualifications (ECQs), these assessments identify strengths and areas requiring support and attention to grow and develop effective leaders.

Only HR Solutions offers a spectrum of leadership assessments uniquely focused on leading in the Federal Government, from a single Government source.

- With our selection assessments, you can evaluate, select, and hire qualified people with leadership potential.
- Our developmental assessments help leaders create self-awareness and identify developmental needs for future training and skill building.

## Hire Top Talent: Select the Right Skills to Meet Your Mission

HR Solutions' assessments are designed and delivered by industrial-organizational psychologists and HR consultants and informed by Federal agency managers to meet current and future needs. Many of our assessments are available online and can be completed during the application process, without the need for a proctored testing environment.

- **NEW Federal Supervisor Assessment:** Objectively measure critical leadership competencies to identify applicants with the skills needed to be an effective supervisor.
- **NEW Executive Assessments:** Gather data to hire the best applicants for Senior Executive Service (SES) positions. Measure competencies within the ECQs.
- **OPM Leadership Assessment Center:** Capture real-time behaviors of leaders as they face a "day-in-the-life" simulation involving unexpected real-world issues and critical interactions with others in the organization.

### Tools to Acquire

Attract, assess, hire, and onboard the most powerful workforce.

Federal Supervisor Assessment

Executive Assessments

OPM Leadership Assessment Center

Customized Leadership Assessment





## Develop Strong Leaders: Measure Leadership Behaviors and Their Impact

Individually, each assessment is a powerful developmental tool with a proven track record of helping Federal leaders understand how their behaviors and preferences may impact their effectiveness.



### OPM Leadership 360™

Capture feedback on individual leadership competencies and their impact on effectiveness from stakeholders, including direct reports, colleagues, and managers.



### OPM Leadership Potential Assessment

Discover the ability and motivation of your aspiring leaders to help populate your internal leadership pipeline.



### Leadership for Engagement

Measure leadership behaviors and discover their effects on employee engagement.



### OPM Personality Assessment for Leaders

Measure personality traits and preferences to understand their implications for leadership effectiveness.

Select, develop, and support the right leaders for your 21st-century workforce.

Get started by visiting Assessment and Evaluation at [OPM.gov/HRS](https://opm.gov/HRS), or contact us at [Leadership\\_Assessment@opm.gov](mailto:Leadership_Assessment@opm.gov) for a consultative discussion of your needs.

### Why Choose OPM HR Solutions?

We are the single largest provider of human capital management and training solutions across the human capital life cycle, and the only Federal organization entirely focused on making people and organizations better. Because of our mission focus, “by government, for government,” we offer a unique combination of human capital management and training and procurement expertise. Coupled with ease of acquisition, subject matter expertise, Federal compliance, and speed of access, we are the right choice for your leadership assessment needs and more.

**OPM HR Solutions**

HR Strategy and Evaluation Solutions

1900 E Street NW,  
Washington, DC 20415  
[opm.gov/HRS/Leadership\\_Assessment@opm.gov](https://opm.gov/HRS/Leadership_Assessment@opm.gov)  
202-606-7228