

How do we select the right people for the right roles?

How do we make sure our new hires are a good fit for our organizational culture?

How do we assess a candidate's fit with the existing team and hiring manager?

How can we help ensure our new hires' long-term satisfaction and success?

Our tools can help you answer these questions...and more.

The Assessments

MRG's suite of assessments will serve you through the full selection cycle. Use our **Leadership Effectiveness Analysis (LEA)** model to define your requirements and then assess the leadership behaviors of your candidates. Add our **Individual Directions Inventory (IDI)** motivational assessment to gain even deeper insights into each candidate and what drives and inspires them to do their best work.

Our unique questionnaire design produces more accurate results. When assessing individuals for selection, there is always the risk for the candidate to project an idealized version of him- or herself into the questionnaire. MRG's unique semi-ipsative questionnaire design limits the amount of distortion that can occur and gives you reliable information with which to make your hiring decisions.

Start by Defining Success for the Role

MRG has several ways to help identify the most important behaviors for success at an organizational level or for a particular role. **LEA Strategic Directions™** will help identify the most important leadership behaviors for success in achieving the business strategy within an organization. **LEA Role Expectations™** effectively identifies the leadership behaviors required for success in a specific role. In addition, consider taking advantage of:

- ✓ **Validating with your own high performers** – MRG's research capabilities can give you a clearer picture of the leadership practices that distinguish your high performers, giving you insights into those that have already contributed to success in your organization.
- ✓ **MRG's vast research library** – Would it be helpful to know what successful leaders look like in your industry? In the leadership function you are hiring for? For the particular leadership competencies you care about most? MRG has over 100 research studies that can help provide insights into the success profile that will work best for the role for which you are hiring.

Dynamic, Insightful Reports

Once you have a well-developed success profile, MRG's Candidate Reports provide the specific insights you need to support your selection process. The Leadership Candidate report contains insightful, practical information on 22 leadership behaviors and 17 emotional drivers. This report provides concise analyses of the candidate's **Assets**, **Potential Challenges** and **Motivational Considerations** along with targeted **Interview Questions** to help you focus in on and explore any potential issues or mismatches with the role.

With clarity on the needed success profile and a candidate report that provides insights to support your decision-making, your selection process will be more insightful, accurate, and ultimately successful.

Please contact us or explore our website to discover what we have to offer.