

CULTURE MAY EAT STRATEGY FOR LUNCH.*

BUT ARE YOU CERTAIN NOBODY'S HIDING THEIR PEAS IN THE MASHED POTATOES?

With a customized Talent Assessment from Applegate Talent Strategies, you'll know for sure what's going on with your workforce.

Even the peas.

*OK, it's really "breakfast," but stick with me here.

WHAT IS A TALENT ASSESSMENT?

Like an annual physical from your doctor, it identifies things that may warrant attention or confirms the overall good health of your organization: "Keep doing what you're doing."

- it's an unvarnished snapshot of your company's workforce that objectively reveals what's really going on with your people and their work
- one-to-one confidential interviews with employees uncover their observations, opinions, values, and aspirations about working for you
- ends in a prioritized report of "Findings & Recommendations"
- becomes your customized action plan to address any gaps in the health of the company

HOW CAN A COMPANY THAT ALREADY TAKES SERIOUSLY THE IMPORTANCE OF CULTURE & ENGAGEMENT BENEFIT FROM A TALENT ASSESSMENT?

You care a lot about your people, and you are intentional about ensuring your employees have a great experience at work. Maybe you spend a lot of time and money treating them well. Your company seems like a happy place, and things are positive. But you really don't know for sure. It's likely--because it's human nature--people don't tell you what they really think about what you're doing for them. That's why a talent assessment is an important tool.

- it's conducted by an objective 3rd-party with no vested interest or position to defend
- the interview is an ideal way for employees to convey uncomfortable or unpopular messages
- all employee interactions are confidential; employees speak freely and without fear
- data in final report is aggregated and anonymized
- findings & recommendations are unbiased and unfiltered

We don't advocate for a particular position. We ask the hard questions. We tell you the truth.

WHAT COMES WITH A TALENT ASSESSMENT?

The talent assessment gives you peace of mind, especially if your company takes pride in your reputation as an "employer of choice." The talent assessment confirms all that is working well and reveals anything that is not.

WHY APPLEGATE TALENT STRATEGIES?

With 20 years experience in workforce & talent, we are passionate about increasing a company's profits by improving the outcomes of its workforce.

