

BEHAVIORAL & PERSONALITY ASSESSMENTS

Development Skills

Power Skills – Better Skills, Better Decisions, Better Outcomes

Build a stronger organization with our new employee development assessment: **Development Skills**

Power skills – such as communication, collaboration and adaptability – are essential in the modern workplace because they enable people to work effectively in diverse, fast-changing environments. While technical skills may get someone hired, power skills help them thrive by fostering teamwork, problem-solving, and leadership. As automation and technology evolve, these human-centered abilities are what set individuals apart, driving innovation, trust, and long-term success within organizations.

Pearson's Development Skills Assessment measures a comprehensive range of critical workplace skills, providing you with crucial insight into your workforce's strengths, and to help you identify skill gaps and areas for development focus.

Development Skills Benefits

- Short – Approximately 30 minutes
- Measures power skills critical to organizational success
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- One test suitable for a wide range of jobs and ability levels
- Enables informed talent development decisions

Languages

US English

Norms

General Population

Our innovative Development Skills Assessment measures the following:

- 1 Achieves Goals** – Setting and achieving challenging goals; working hard; persisting in the face of significant obstacles; striving to produce high quality work.
- 2 Adapts to Change** – Easily and effectively handling change; adapting behavior in response to new information, changing conditions, unexpected obstacles, or specific norms; working effectively with many different types of people, situations, and constraints.
- 3 Complies with Rules and Regulations** – Demonstrating honesty and trustworthiness; trying to do what is right and ethical; following rules, laws, regulations, policies, and procedures; accepting authority.
- 4 Cooperates with Others** – Valuing agreement, consensus, and cohesiveness in interpersonal interactions; being responsive to others' needs, providing information and assistance to meet those needs.
- 5 Demonstrates Confidence** – Feeling competent in multiple areas; believing in own abilities and skills
- 6 Demonstrates Creativity and Innovation** – Displaying creativity in problem-solving; being open to multiple ideas and new approaches to work.
- 7 Demonstrates Resourcefulness** – Exercising responsible autonomy; being willing to make decisions independently; avoiding becoming dependent on others to complete tasks.
- 8 Develops Rapport with Others** – Seeking out a variety of social situations, including those requiring tact and/or discretion; being sociable, warm, likable, and cooperative; being easy to work with.
- 9 Improves Performance** – Demonstrating a desire to increase knowledge; seeking out opportunities for self-development; taking advantage of learning opportunities.
- 10 Leads Others** – Demonstrating willingness to lead; being confident, forceful and decisive; being able to mobilize others to act.
- 11 Pays Attention to Detail** – Being thorough, precise, and organized while working; establishing and tracking details; spotting minor imperfections or errors and taking action to correct them.
- 12 Takes Responsibility for Actions** – Being reliable, well organized, orderly, and planful; holding self accountable for results and deadlines, accepting responsibility for mistakes.
- 13 Tolerates Stress and Criticism** – Maintaining composure in stressful situations; maintaining a positive outlook when criticized.
- 14 Understands Others** – Recognizing and understanding others' states of mind or emotions; demonstrating compassion toward others; taking care of others in need.
- 15 Works with Information** – Demonstrating intellectual curiosity; demonstrating a tendency to organize, abstract and evaluate information.

Contact us to explore how Pearson's suite of assessments can future proof your workforce.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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