

BEHAVIORAL & PERSONALITY ASSESSMENT

# Individual & Professional Skills

## Help Your Organization Adapt, Evolve, and Lead Through Change

Future-proof your organization with our new Individual & Professional Skills Assessment

Power skills are the capabilities that help us work effectively with people, adapt to change and make good decisions.

Artificial Intelligence (AI) is reshaping the professional landscape, transforming how work is performed, how teams collaborate, and what skills are essential for success. As business expectations, digital tools, and global market dynamics evolve at unprecedented speed, traditional training programs often struggle to keep pace with the demands of a modern, technology-driven workplace.

Pearson's research has identified the key capabilities that enable professionals to thrive in today's rapidly changing environment. Individual & Professional Skills Assessment helps employers evaluate these critical competencies, enabling organizations to identify top talent, strengthen team performance, and foster continuous professional development.

### Individual & Professional Skills Benefits

- Short – Approximately 20 minutes
- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- Enables informed talent acquisition decisions

### Languages

US English

### Norms

General Population

## Our innovative Individual & Professional 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 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.
- 6 Improves Performance** – Demonstrating a desire to increase knowledge; seeking out opportunities for self-development; taking advantage of learning opportunities.
- 7 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.
- 8 Takes Responsibility for Actions** – Being reliable, well organized, orderly, and planful; holding self accountable for results and deadlines, accepting responsibility for mistakes.
- 9 Tolerates Stress and Criticism** – Maintaining composure in stressful situations; maintaining a positive outlook when criticized.
- 10 Understands Others** – Recognizing and understanding others' states of mind or emotions; demonstrating compassion toward others; taking care of others in need.
- 11 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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