Pearson
Talent Solutions

BEHAVIORAL &
PERSONALITY ASSESSMENTS

Workforce Agility – Individual Hiring and Individual Development



Help your organization thrive during disruption and change

Future-proof your organization with Pearson's Workforce Agility - Individual Hiring and Individual Development Assessments

Generative AI is transforming how work gets done, creating a gap between company skill requirements and the skills workers have. As work evolves with unprecedented speed, traditional approaches to talent sourcing are falling behind.

Our multi-year research initiative focused on the high-impact skills that best predict success in fast-moving, disruptive work environments. The Workforce Agility - Individual Hiring and Individual Development Assessments will help you measure these essential skills and facilitate their development in your workforce.

Workforce Agility – Individual Hiring and Individual Development Benefits

- **Short test** – 30 minutes for hiring, 15 minutes for employee development
- **Measures what is critical** to success today
- **Reliable, predictive scores**
- **Sophisticated technology** mitigates faking and cheating behaviors
- **One test suitable for a wide range** of jobs and ability levels
- **Make informed talent acquisition decisions**

Our innovative and award-winning Workforce Agility – Individual Hiring and Individual Development Assessments measure the following:

1 **Adaptability**
Adjusting plans, goals, and priorities in dynamic situations. Seeing when course correction is needed and readily changing.

2 **Continuous Upskilling**
Showing enthusiasm for gaining new knowledge and skills and proactively acquiring them.

3 **Creative Problem-Solving**
Generating novel ideas and going beyond conventional parameters to innovate, instead of forcing familiar solutions.

4 **Cultural Versatility**
Understanding the needs, customs, and values of others. Questioning own assumptions and actively working to overcome these.

5 **Interpersonal Savvy**
Showing keen insight into others' motivations and tailoring approach to influence others.

6 **Resilience**
Staying composed under stress and developing constructive solutions. Not being paralyzed, absorbing setbacks, and maintaining perspective.

7 **Abstract Reasoning**
Ability to solve unfamiliar problems, make meaning out of confusion, and grasp new concepts and tasks quickly. This cognitive test is included in Individual Hiring, but is excluded from Individual Development.



Languages

US English
French

Norms

General Population

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification 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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