

Leadership Assessment

Staffing & Recruitment

Document type: Plan / SOP / strategy / guide · Generated 13 Oct 2026

This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Designs a leadership-assessment approach for senior hires — competencies, methods, culture and derailer checks, and a decision report. Use it to de-risk executive hires. For the search use the Executive Search Process.

Purpose of this tool & output

Assess senior candidates beyond the interview

How the output is used

Use it to assess senior candidates beyond the interview — a leadership assessment across competencies, references and fit.

Important cautions

Senior mis-hires are very costly — use multiple valid methods and flag risks honestly rather than confirming a favoured candidate. Use psychometric tools validly and fairly, avoid discrimination, and treat assessment data confidentially. The assessment informs, it does not replace, the client decision.

Companion documents

- Executive Search Process
- Headhunting / Mapping Strategy
- RPO Model Design
- Talent Market Mapping
- Diversity Hiring Program

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.