

The Graduate Talent Assessment is a multi-rater feedback tool designed to help organisations to consistently measure the performance of their graduates based on what their key stakeholders are seeing

WHAT IT DOES

- Asks questions in plain English
- Provides a research-based measure of graduate performance as rated by others
- Solicits both quantitative and qualitative feedback on a graduate's performance
- Sets priorities for improvement

WHAT YOU GET

A profiling instrument that:

- Is easily administered online
- Solicits quantitative and qualitative feedback
- Gives the graduate constructive feedback about his/her performance
- Sets priorities for improvement
- Provides a research based measure of graduate performance as rated by others

An easy-to-understand, user-friendly report on each graduate:

- Designed using research-based findings from a longitudinal study
- Benchmarks the graduates' score - against a self score, scores from peers and managers
- Lists strengths and development opportunities
- Includes respondents' verbatim comments

This review is most effective when managers/mentors have the opportunity to work one-on-one with the graduate to:

- Review and explain the results, confront blind spots, and capture when strengths become derailers
- Coach on setting and executing development plans
- Fast-track performance development planning

HOW YOU CAN USE THE RESULTS

- To provide real insight into performance
- As a tool to develop future leaders
- As part of a performance review
- As part of graduate appraisal
- Compare graduates within a cohort using a more objective, structured and comprehensive method

