

# Executive Assessment

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ROI Assessments is part of Rogala & Orr, Inc., a leading Organizational Psychology firm since 1986.

Organizations of all types and sizes hire Rogala & Orr, Inc. to apply our expertise where business needs and human capabilities intersect. ROI Assessments provides the largest variety of tests available online, from established publishers, and the flexibility to manage the testing program yourself, or to have us set it up for you.

Whatever your level of need, count on us to do what is best for your business.

## Objective. Expert. Valuable.

A knowledgeable and independent assessment of key leaders adds unique value to hiring, promotion, succession and development decisions. Engaging an expert in workplace behavior and capability provides data that is not always visible or obvious.

Rogala & Orr's Executive Assessment process focuses on areas that are key to personal and professional effectiveness. Prior to any assessment, we identify those competencies specific to the role, culture or situation. We meld these with the best thinking in executive competencies. We seek to balance a broad inclusive view with the specific requirements of each assessment. Our feedback will generally be organized in the following areas:

- ◆ Intellectual Capability & Thinking Style
- ◆ Motivation, Values & Personal Style
- ◆ Interpersonal Skills & Capabilities
- ◆ Management & Leadership Capabilities

Whatever the situation, an accurate understanding of an individual sets the stage for appropriate placement and development.

Rogala & Orr's Executive Assessment balances the use of objective, best-in-class assessment instruments with a lengthy interview. This allows us to match professional history with measured capabilities to arrive at a clear, confident individual profile.

