



ADEPT-15™

What’s on the surface is only half the picture. Employees and candidates bring more than just skills and experience with them to work—they bring their personality and all the preferences, tendencies, and styles that come with it.

Aon Hewitt's Adaptive Employee Personality Test (ADEPT-15) is a scientifically-based assessment designed to accurately uncover 15 unique aspects of an individual's personality to help organizations hire, promote, and develop the very best talent.

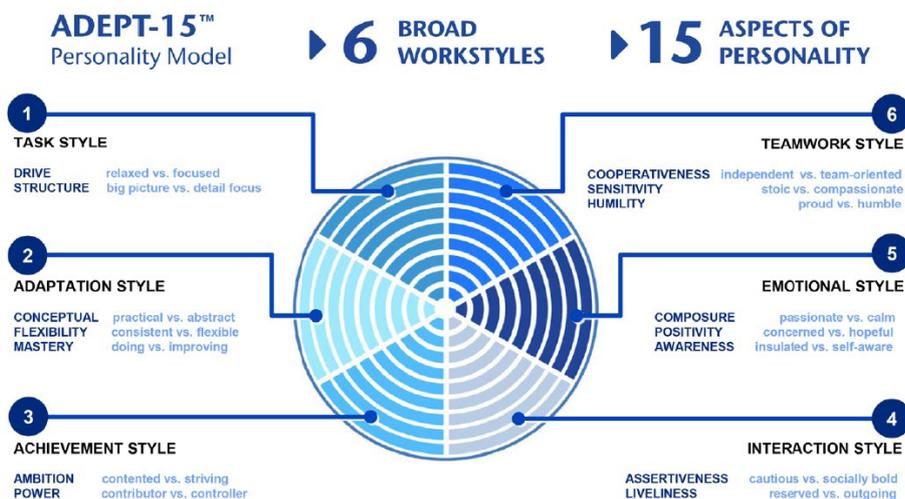
The most advanced personality assessment available

The Adaptive Employee Personality Test (ADEPT-15) harnesses Aon Hewitt’s deep expertise in providing industry-leading human resources solutions with advanced science-based technology to deliver a one-of-a-kind tool for assessing current and potential employees.

ADEPT-15 is the most advanced personality assessment available today. It assesses 15 unique aspects of personality—grouped into six styles—that are critical for successful performance across organizational roles. Ten aspects are based directly on the well-validated Five Factor model of personality, while the other five aspects stem from decades of research on leadership effectiveness and learning orientation. ADEPT-15 is well-received by applicants and takes about 25 minutes to complete using any device that has internet accessibility (including mobile phones).

Key Features

- Use**
- Selection
 - Development
 - All levels of executive and managerial jobs
 - Professional and technical jobs
- Administration**
- Adaptive, web-based
 - 25 minutes
- Use**
- 21 different languages available



Rooted in Science

ADEPT-15 relies on modern psychometric theory to model test-taker response processes and present items in a computerized adaptive testing (CAT) format that enhances accuracy and security and mitigates socially desirable responding and other attempts to “game” the test. Each item is presented in a multi-dimensional forced-choice format that requires examinees to choose the option they believe is most descriptive of them. Items are composed of pairs of statements chosen and matched on the basis of a test taker’s previous responses, as well as on social desirability and other psychometric constraints. The test takes about 25 minutes to complete and draws on a pool of over 350,000 unique item pairs to ensure maximum accuracy, efficiency, and security.

Impactful

ADEPT-15 is useful for addressing a wide variety of your organization’s most pressing human capital challenges, including:

- Selecting, promoting, and on-boarding high performers who fit within your team and organizational culture.
- Identifying high potentials who will be the future leaders of your organization.
- Developing employees and leaders at all levels to understand their strengths and opportunities and use this awareness to more effectively engage and develop others, adapt to today’s constantly evolving environment, and drive results.
- Improving team effectiveness by promoting mutual understanding, awareness, and how to leverage this diversity to win.
- Enhancing talent analytics to more effectively understand how to segment your workforce, target interventions, and unravel the true cause-and-effect processes impacting your human capital.

Globally Relevant and Fair

ADEPT-15 was designed from the ground up to be culturally and demographically applicable and fair. Throughout the development cycle, great care was taken to ensure all items are “culture-free” and have minimal demographic (ethnic, cultural, gender, disability status, etc.) differences. Additionally, our cultural adaptation process goes beyond simply translating the assessment content, and ensures accurate and comparable results across languages and geographies.

ADEPT-15 can be delivered in 21 different languages:

- Arabic
- Chinese (Simplified and Traditional)
- English (American and British)
- French (Canadian and European)
- German
- Hungarian
- Indonesian
- Italian
- Japanese
- Korean
- Marathi
- Polish
- Portuguese (Brazil)
- Russian
- Spanish (Americas and European)
- Thai
- Vietnamese

Example Items

Which statement do you agree with more?

	Agree	Slightly Agree	Slightly Agree	Agree	
I like to set challenging goals for myself and I achieve them most of the time.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	I enjoy working on tasks that require teamwork.
I can always be counted on to get things done right.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	Even when times are difficult, I am always confident I can handle it.
I like to work on tasks that require creativity.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	When I feel strongly, I am always willing to share my opinions, even if other people might not like it.
I enjoy talking to people.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	I am willing to select a challenging work assignment I can learn a lot from.
In general, I tend not to let a bad experience ruin my day.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	I prefer to be a leader rather than a follower in a team.

Talent Consulting in Europe

In Europe, the Aon Hewitt Talent practice owns 25 Adept-15™ certified coaches available in all major markets.

ADEPT-15™ Services

ADEPT-15 Assessment for Selection and Development – Full Support “Quick Start” Program

- Online access to ADEPT-15. Assessment of 15 unique aspects of personality—grouped into six styles—that are critical for successful performance across organizational roles.
- Support from an Aon Hewitt Implementation Consultant to enter your applicants into the process and provide administrative support along the way (e.g., invitation emails, coach scheduling, and report distribution).
- When used for Selection: The Hiring Manager Report and accompanying interpretive guide provide insight into an individual’s preferences, attitudes and personal characteristics and how they relate to behavior at work and in leadership roles.
- When used for employee development: The Work Styles Report, provided to only the hired individual or in the context of development, includes additional insights and developmental recommendations to enhance self-awareness and foster growth.
- Feedback with a certified Aon Hewitt coach (30-60 minutes) to interpret the report, identify the individual’s potential strengths and opportunities, and discuss implications for onboarding and work performance. For selection purposes, this session can be used to review and individual candidate’s results or compare and contrast the results for a slate of candidates.

Additional Services

ADEPT-15 Certification

- This course is highly recommended for those who plan to give feedback/coaching or make selection decisions using ADEPT-15. Course attendance and certification will arm you with the knowledge and know-how to interpret assessment scores for development, selection, and other purposes.
- The course is 1.5 days of expert led discussion, exercises, and guidance provided with a host of materials
- Certified coaches are permitted to order ADEPT-15 tests for their organizations

Additional ADEPT-15 Testing

- Individual tests can be ordered by employees who have been through ADEPT-15 Certification (outlined above)
- Contact Aon Hewitt for high volume testing discounts

Feedback Session with Certified Coach

- During this session, a Certified Coach will either review multiple candidates’ results with a Hiring Manager or provide direct feedback to an individual participant.
- Sessions generally take about 60 minutes

Team Effectiveness Workshop

- In a dynamic and participatory workshop, a Certified Coach will help your team understand how to operate more effectively by understanding their team’s personality. This presentation will be accompanied by psychological interpretation of the team scores, as well as tangible applications to help the team function more effectively. The facilitator will delve into topics most relevant to the team’s needs, such as Trust, Conflict, or Influence, as well as facilitate the development of a Team Charter.
- The workshop is a half-day (4-hour) session and includes up to four hours of additional preparation or follow-up.

Aon Hewitt
Talent Consulting
services
help leading
organisations
compete
effectively
by attracting,
rewarding,
retaining and
motivating the
right talent.

**We're here to
empower results**

To learn more about
ADEPT-15, please get in
touch.

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About Aon

Aon plc (NYSE:AON) is a leading global provider of risk management, insurance brokerage and reinsurance brokerage, and human resources solutions and outsourcing services. Through its more than 69,000 colleagues worldwide, Aon unites to empower results for clients in over 120 countries via innovative risk and people solutions. For further information on our capabilities and to learn how we empower results for clients, please visit: <http://aon.mediaroom.com/>.

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