

LEADERSHIP POTENTIAL

*Identify, manage and develop
leadership potential at work*

WHAT IS THE HIGH POTENTIAL TRAIT INDICATOR?

Strong leaders are critical in formulating and communicating strategy and driving the direction and vision of an organisation. The High Potential Trait Indicator (HPTI) for Leadership Potential is designed to give an insight into a candidate's potential to become a successful leader, answering questions like:

- What is the probability of this person being a successful leader?
- How well will they cope in stressful situations?
- Do they have a strong work ethic?
- Are they comfortable with the unknown?
- Are they open to new ways of working?
- How do they deal with difficult conversations?
- Will they thrive in a competitive environment?
- What leadership training would they benefit from?



HOW CAN HPTI HELP YOU?

Leadership development

- Pinpoint strengths and areas for development
- Boost self-awareness
- Use a common language to talk about personality

Graduate recruitment

- Identify candidates with strong leadership potential
- Add certainty when choosing individuals who will thrive in a fast-track scheme

Succession planning

- Identify internal talent with strong leadership potential
- Implement development plans

Leadership teamwork

- Increase self-awareness and awareness of others
- Identify and maximise on team strengths
- Detect and resolve skills gaps in the team

Identify potential leaders who have the skills to drive change

- Identify those in your business with the potential to drive and manage change

Employee engagement

- Develop a leadership team who embody and drive company vision and culture

WHAT YOU GET WITH YOUR HPTI REPORT

The HPTI helps identify leadership potential by exploring a person's personality traits and provides an insight into how suited they may be for a given job role or position, for example senior executive leadership. The assessment is easy to complete and you will gain a comprehensive report into the individuals potential. The report identifies the optimal levels of certain behaviours for effective leadership, how the person measures against these and how they can develop these skills to reach their full potential.

Developed over many years in collaboration with experts, professionals and practitioners through research programmes and in collaboration with researchers at University College London and High Potential Psychology Ltd., the HPTI measures the following personality traits:

- Conscientiousness – Self-motivation and drive to achieve
- Adjustment – Resilience to stress and pressure
- Curiosity – Openness to adopting new approaches
- Risk Approach – Willingness to confront and solve difficult challenges
- Ambiguity Acceptance – Approach to uncertainty and complexity
- Competitiveness – Need to achieve and fulfil positions of power and influence

Assessment type: Personality

Time to complete: 10 minutes

Format: 78 questions

Training required: International HPTI Accreditation



GET IN TOUCH

If you would like to find out more about high potential and how the HPTI can help you identify and develop your future leaders, get in touch today.

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