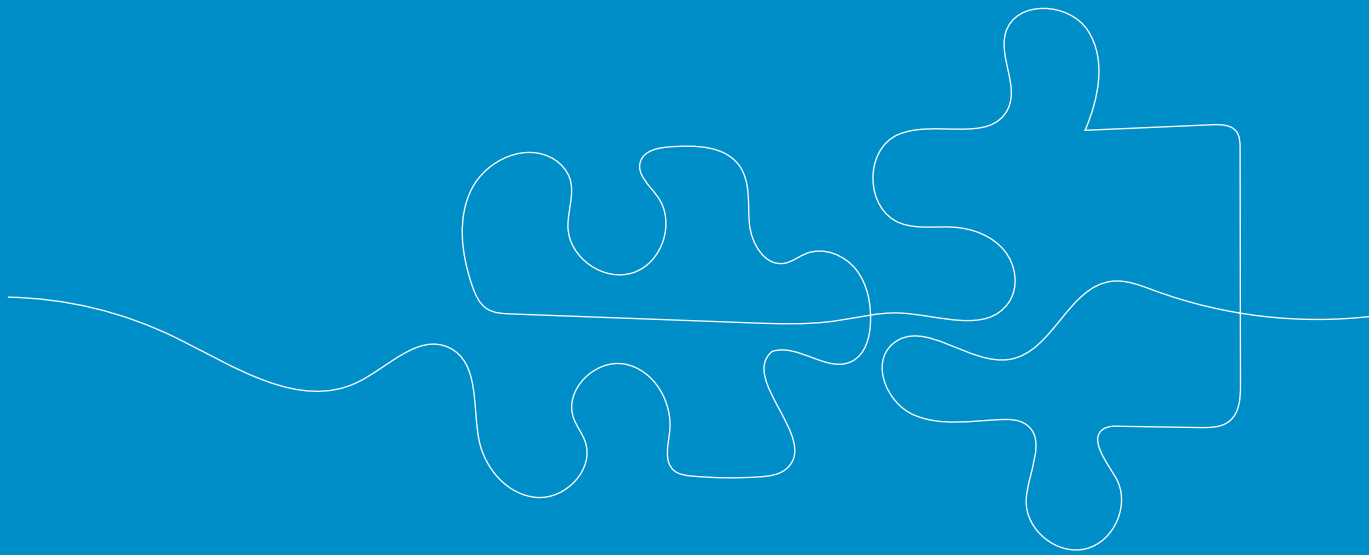


Individual Select Solution

Assessment Summary



The Individual Select Assessment

Winsborough's [Individual Select Solution](#) is the solution we recommend for selecting technical experts, team leaders and first-line supervisors.

What does this assessment deliver?

Winsborough's **Individual Select Assessment** includes a comprehensive suite of personality and cognitive assessments:

- > **MAP:** Measures leadership reputation based on day-to-day personality, revealing key strengths and potential challenges relevant to leadership success.
- > **MAP-X:** Identifies extreme tendencies in individuals' personality that can pose performance risks, these behaviours are most often seen during times of stress and can hinder overall leadership performance.
- > **Match-V:** Measures core leadership drivers - key to organisational fit and culture.
- > **Cognitive Assessment:** Measures high-level observation skills, clear-thinking ability, and intellectual capacity.

The [reports you receive](#) provide an overview of the candidate's behavioural strengths, risks, organisational fit, and cognitive agility. You will receive two reports, one for you to reference during the management brief, and one for your candidate.

[A management brief](#) complements these reports. This briefing provides an opportunity for you to discuss the candidate's results in relation to the context of the role; gives you insight into potential derailing behaviours that may occur under stress and pressure; and will help you to prepare unique interview questions for each candidate.

[A developmental candidate feedback](#) session is a recommended addition to this solution. For your successful candidate this can be tailored to enhance their understanding of how to transition effectively into their new role.

To order an Individual Select Solution:

Contact us via support@winsborough.co.nz or call +64 9 909 7254 and ask to set up a Individual Select Solution.

If you need further information or want to find out about other [Winsborough Assessment Solutions](#), please contact us or go to www.winsborough.co.nz to learn more.