

Employee Assessment

Employee assessments are a tremendous diagnostic tool to understand a prospective client and their employees, and provide the foundation for the consultant to give counsel.

The faster you can build transparency and credibility with a relationship, the more you will be able to impact their world. Assessments also provide opportunities for meaningful discussions about the internal dynamics of an organization.

Offering a free employee engagement assessment minimizes initial resistance to investing in a discussion, and addresses the first obstacle, “Do you understand my organization?” It also positions a consultant and their prospective clients on equal footing to evaluate and dissect the assessment results and identify opportunities that impact organizational performance.



As a potential client is confronted with “reality” from their employee’s perspective, your conversations become more focused and collaborative.

When evaluating employee engagement assessment results, the consultant can quickly analyze employee feedback and focuses on extreme outliers. Assessments have even more relevance when compared to baseline results of similar companies by industry or employment, which builds your credibility.

Assessments and their results create a tipping-point for consultants. When a business owner acknowledges opportunities for improved performance, control, or work-life balance, they will welcome a discussion on initiatives and solutions that deliver an ROI.

Once you and your client identify the organization’s critical path to engaging employees and organizational performance, you can present your service in the form of a packaged product with a pre-defined scope and set price.

Assessments or surveys that capture the insights of employees and supervisors are a fundamental resource to measure the employee experience and their impact on organizational performance.