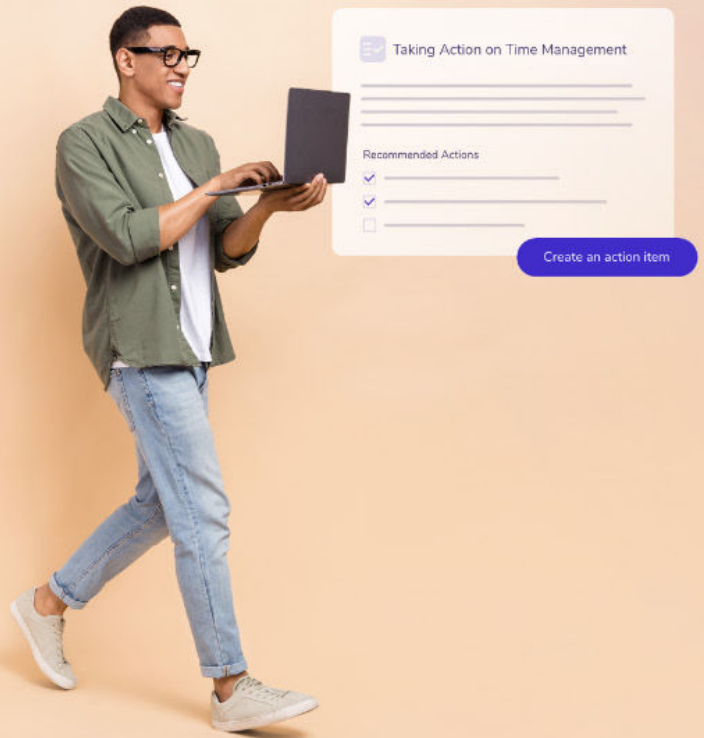


Wonderlic Develop

# Boost Employee Performance with Role-Based Development Insights

Your organization needs high performers. Your employees want to grow and learn. Solve for both with Wonderlic Develop, a development assessment that identifies an employee's strengths and challenges in their role and how to address them, for better on-the-job performance.



## Employee development that up-levels on-the-job performance

### Leverage powerful insights to unlock employee self-awareness

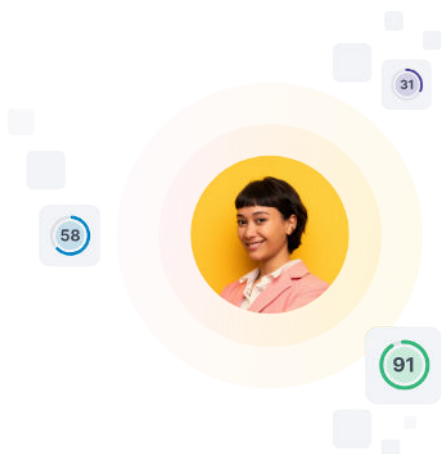
Gaining self-awareness is proven to be one of the most effective triggers for positive change. With Wonderlic Develop's role-based, personalized insights, employees are equipped with science-backed insights into their strengths and challenges in their role.

### Provide job-specific guidance for each employee

With the largest selection of off-the-shelf job profiles, we deliver development assessments that offer insights across all your roles, no customization required. The results provide employees with actionable development guidance — recommended by Wonderlic's I/O specialists — so they know what to work on to boost on-the-job performance.

### Make talent development your superpower

All your employees benefit from development, not just your leaders. Wonderlic's employee-led development approach unlocks the potential of every member of your organization without burdening your HR team or your people managers.



# Development assessments that drive actionable growth

## Scientific insights that impact performance

Wonderlic's multi-measure assessments measure cognitive ability, personality, and motivation to unlock comprehensive insights into employees' capabilities, behaviors, and interests that improve performance.

Employees get a comprehensive understanding of their:

- Capabilities: Employees learn how they adapt
- Behaviors: Employees learn how they show up
- Interests: Employees learn what they are drawn to

## Put a Spotlight on employee strengths and weaknesses

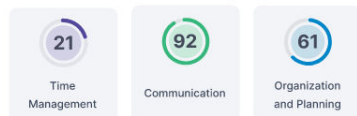
The Spotlight insights in Wonderlic Develop help build employee self-awareness by providing an overview of their strengths and weaknesses and how to leverage or improve them for greater success in their roles.

The Spotlight results show:

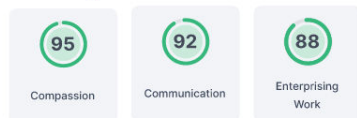
- Which attributes are critical for success in the role.
- Which existing strengths an employee can leverage with little effort.
- Which attributes are important to the role but may require more effort to leverage from the employee.



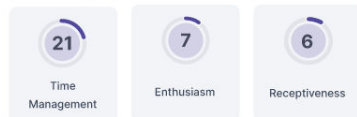
### SPOTLIGHT: 🔍 CRITICAL FOR SUCCESS IN YOUR ROLE



### SPOTLIGHT: ★ GREATEST STRENGTHS



### SPOTLIGHT: 📉 FOCUS OPPORTUNITIES



## Time Management



### Highlight behaviors that need the most effort

Traditional development tools show employees their strengths, but lack guidance on how to work on their weaknesses. Wonderlic Develop fills that gap with actionable guidance to leverage strengths and work on behaviors that don't come naturally and therefore require more effort.

Effort-based insights help employees recognize where to focus development time for greater on-the-job performance improvement.

- ➔ Lower scores indicate when employees need to put more effort into developing a behavior.
- ➔ Higher scores apply to attributes that come naturally and therefore require less effort from the employee.

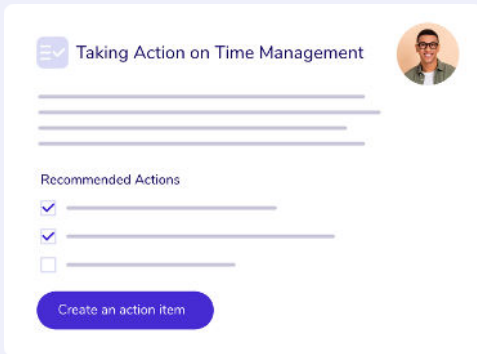
### Put employees on the path to making high-impact behavioral changes

Wonderlic Develop is the only development tool on the market with job-specific results that don't require a certification to understand. Any employee can understand their results and know what to work on first for the biggest performance impact — without a heavy lift from HR or people managers.

Facilitate high-impact behavioral changes, with key insights, such as:

- ➔ Key findings about an employee's capabilities, behaviors, and interests, and why they matter
- ➔ How the attributes impact current employee performance
- ➔ How others might view them
- ➔ Coaching tips and strategies





## Action Planner: Empower employees to plan and track their development

Wonderlic Develop provides actionable recommendations for employees to work on high-impact behavioral changes.

The Action Planner includes:

- A curated list of recommended action items based on the level of effort it will take to make a difference in an employee's work
- Quick, attainable goal-setting prompts that motivate employees to take the first steps
- Time-tracked milestones to assist employees in making progress on their development goals



Wonderlic's multi-measure assessments unlock comprehensive insights that improve performance.

