Uncover the Very Best Talents

What is 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.

ADEPT-15® is a scientifically based assessment designed to accurately uncover the unique aspects of an individual’s personality to help organizations hire, promote and develop the very best talent. It has been proven by over 8 million global administrations, is backed by 50 years of research and is built upon a database of 350,000 unique items.

Top-Scoring People Are

- 3x more likely to be top performers
- 2x more likely to be a cultural fit
- 3x more likely to be strategic thinkers
- 2x more likely to be high potential
- 1.5x more likely to be highly engaged
- 2x more likely to be outstanding sales people
- 2x more likely to be highly adaptable

Key Features

- Talent acquisition
- Leadership development and coaching
- Team effectiveness
- Adaptive administration
- Mobile or computer
- 25 minutes
- Across industries and roles (e.g., executive, managerial, professional)
ADEPT-15® Personality Model

**Task Style**
- Drive: relaxed vs. focused
- Structure: big picture vs. detail focus

**Adaption Style**
- Conceptual: practical vs. abstract
- Flexibility: consistent vs. flexible
- Mastery: doing vs. improving

**Achievement Style**
- Ambition: contented vs. striving
- Power: contributor vs. controller

**Teamwork Style**
- Cooperativeness: independent vs. team-oriented
- Sensitivity: stroic vs. compassionate
- Humility: proud vs. humble

**Emotional Style**
- Composure: passionate vs. calm
- Positivity: concerned vs. hopeful
- Awareness: insulated vs. self-aware

**Interaction Style**
- Assertiveness: cautious vs. socially bold
- Liveliness: reserved vs. outgoing

**Globally Relevant and Fair**
Developed from the ground up to be globally accurate, ‘culture-free’, and have minimal demographic (ethnic, cultural, gender, disability status, etc.) differences.

**Impactful**
Is useful for addressing a wide variety of your organization’s most pressing human capital challenges, including identifying, selecting, promoting and developing high performers.

**Rooted in Science**
Relies on modern data science and psychometric techniques to mitigate socially desirable responses and other attempts to ‘game’ the test to ensure accurate prediction of on-the-job behavior.

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About
Aon plc (NYSE: AON) exists to shape decisions for the better—to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

Contact Us
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