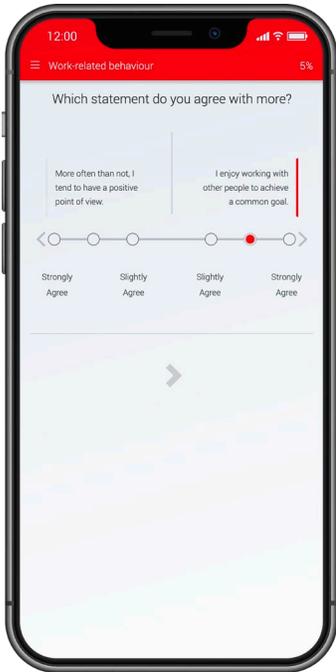




ADEPT-15®

Adaptive Employee Personality Test



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: stoic 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



6 Broad Workstyles

15 Aspects of Personality



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.



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.



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.

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

To learn more about ADEPT-15®, please visit: assessment.aon.com



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