



HPTI Leadership Potential

Identify, manage and develop leadership potential at work

WHAT IS THE HIGH POTENTIAL TRAIT INDICATOR?

Strong leaders are critical in formulating and communicating strategy and driving the direction and vision of an organisation. The High Potential Trait Indicator (HPTI) for Leadership Potential is designed to give an insight into a candidate's potential to become a successful leader, answering questions like:

- What is the probability of this person being a successful leader?
- How well will they cope in stressful situations?
- Do they have a strong work ethic?
- Are they comfortable with the unknown?
- Are they open to new ways of working?
- How do they deal with difficult conversations?
- Will they thrive in a competitive environment?
- What leadership training would they benefit from?

HOW CAN HPTI HELP YOU?

Leadership development

- Pinpoint strengths and areas for development
- Boost self-awareness
- Use a common language to talk about personality

Graduate recruitment

- Identify candidates with strong leadership potential
- Add certainty when choosing individuals who will thrive in a fast-track scheme

Succession planning

- Identify internal talent with strong leadership potential
- Implement development plans

Leadership teamwork

- Increase self-awareness and awareness of others
- Identify and maximise on team strengths
- Detect and resolve skills gaps in the team

Employee retention

- Retain future leaders by investing in their development
- Progress top talent into senior roles that suit them

Employee engagement

- Develop a leadership team who embody and drive company vision and culture

WHAT YOU GET WITH YOUR HPTI REPORT

HPTI takes 10 minutes to complete and you are provided with a report that identifies the optimal levels of certain behaviours for effective leadership, how the person measures against these and how they can develop these skills to reach their full potential.

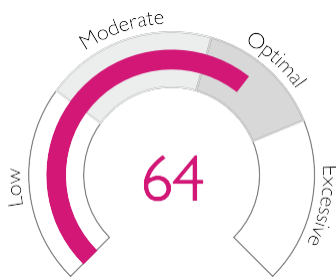
Assessment type: Personality

Format: 78 questions

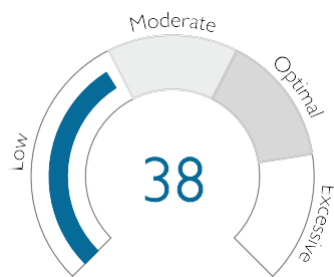
Time to complete: 10 minutes

Training required: Thomas HPTI workshop

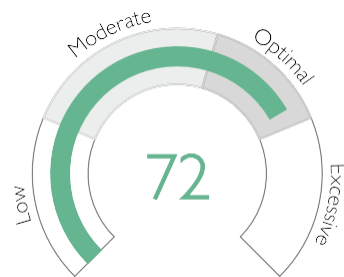
The six traits that HPTI measures are outlined below:



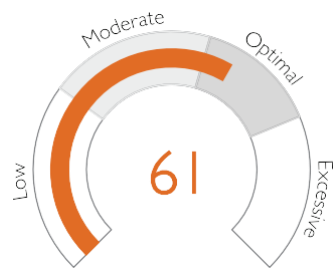
Conscientiousness
Self-motivation and drive to achieve



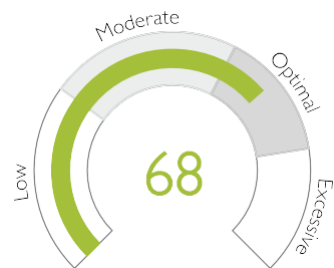
Adjustment
Resilience to stress and pressure



Curiosity
Openness to adopting new approaches



Risk Approach
Willingness to confront and solve difficult situations



Ambiguity Acceptance
Approach to uncertainty and complexity



Competitiveness
Need to achieve and fulfil positions of power and influence

GET IN TOUCH

Talk to us about your requirements and we'd be delighted to help you create the right plan for your organisation.

Speak to your consultant or contact us on 01482 628808 / 975960