

Create a culture that is agile, adaptive, and resilient; one that handles a rapidly changing work environment with confidence, purpose, clarity and creativity.

Prepare to excel! Learn how best to help your employees develop and leverage the soft skills they need to succeed as new job types, market conditions and constant change becomes normative.



5700 executives now point to behavioral skills as the most critical for employees to excel.¹ Our behavioral assessment and development tools-validated on a database of 10,000 top performers, will help each employee profile their volatility strengths and develop their capacity to handle volatility well. With this agility and resilience comes growth opportunities for your employees and for your organization.



 $\textbf{Sources: } \ ^{1}\text{``The Enterprise Guide to Closing the Skills Gap'' IBM Institute for Business Value, 2019}$









Behavioral Skills Prioritized by 5700 Executives as Most Critical to Thrive in an Increasingly Volatile Workplace ²	Resiliency Soft Skills Competency Assessment (Benchmarke against 10,000 top performers) ³
Willingness to be flexible, agile, and adaptable to change	 Maximizing profitability Reflecting creatively and intuitively Facilitating change Thrives in chaos Maximizing effort through hard work Pursuing competitive challenges
Time management skills and ability to prioritize	Thriving in chaos Establishing order
Ability to work effectively in team environments	 Facilitating consensus Facilitating change Maximizing effort through hard work Initiating action independently Inspires others Leads decisively Pursuing personally compelling goals Reflecting creatively and intuitively Sustains profitability
Ability to communicate effectively in a business context	 Communicating with clarity Inspiring others Facilitating change
Analytics skills and business acumen	 Reasoning with logic and data Thinking conceptually Reflecting creatively and intuitively Communicating with clarity
Capacity for innovation and creativity	 Facilitating change Reflecting creatively and intuitively Inspiring others Pursuing competitive challenges
Ethics and integrity	Demonstrates character

Sources: 12019 IBM Institute for Business Value Global Skills Survey; 2018 IBM Institute for Business Value Global Country Survey and 2SuccessFinder.com





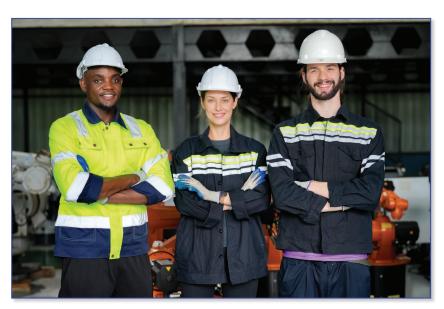


How do your behavioral skill scores compare with top performers?

Our **Soft Skills Volatility Report** compares your current capacity to hand volatility with a random sample of top performers extracted from the SucessFinder database of 10,000 top performers.

- Know your current strengths
- Know which behavior you need to develop
- Learn of performance support tips and development resources to strengthen a specific behavioral skill.

Talk to us about the coaching and online development resources designed to help you strengthen your capacity to survive and thrive amidst career uncertainty and workplace volatility.



Example of One Volatility Behavioral Skill: Facilitating Change CHALLENGE **BASIC HIGHEST GOOD** HIGH (0-29%)(30-40%)(41-59%)(60-70%)(71-100%)Prefers to keep change to Wants to know exactly Is judicially cautious and Prefers to be open-minded Enjoys uncertainty and purposely seeks fresh and does not question his/her a minimum. General what is expected of and seeks an interesting priority is a safe life and him/her and seeks more familiar opinions unless life that includes risk and challenging experiences. secure job with minimal certainty. May not stretch challenged. Keeps his/her adventure. Needs a career Needs a lifestyle that change or uncertainty. his/her mind for need for change under that does not tie him/her provides change, alternative ways of doing control, maintaining a Rarely needs to do things down to predictable excitement and middle ground of differently and may be things and is cautious of routine assignments. never-ending adventure. most change, preferring to stubborn about altering economic security and Looks for opportunities Ouite open-minded, readily his/her fixed views. adhere to custom and uncertainty. that offer something embraces new views. different, and modifies tradition. May be slow to Challenges his/her own alter his/her views and his/her opinions according opinions to embrace new reluctant to accept to changing ones that have true merit. opportunities that involve circumstances. change.



