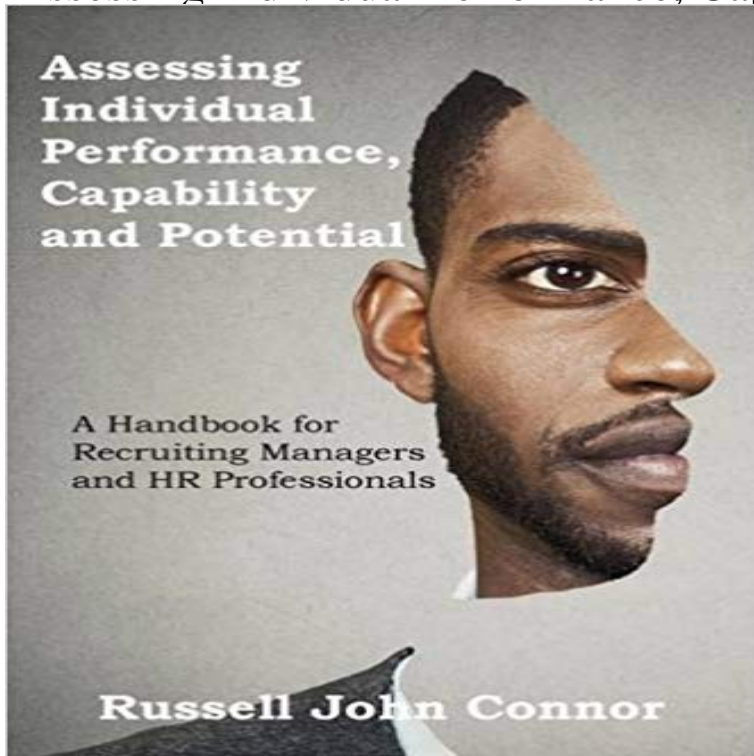


# Assessing Individual Performance, Capability and Potential



Over the last twenty years, in the search for objective data on which to base sound remuneration, selection and talent management decisions, competency based interviewing, assessment centres and psychometric testing have become standard practice. Despite the promises of psychologists and management consultancies, most objective assessments don't payback on the investment of time and cost. This handbook provides a radical alternative and is based on the HR professions best-kept secret. It is for recruiting managers who want to find the right person to fill their vacancy and HR professionals seeking new ways to identify and manage talent. This is also a resource for coaches, who want to help clients think through where they are now, where they want to be and how to get there. Russell John Connor is the author of Excellent Job Design; A Handbook for Recruiting Managers and HR Professionals

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