



# System for Testing & Evaluation of Potential (LH-STEP™)

The LH-STEP helps an organization match a candidate's individual capabilities to specific job requirements by measuring skills, abilities, and potential for success. Deeply rooted in science, beginning with its development by psychologists at the University of Chicago's Human Resource Center, this assessment can provide useful information for objective decisions when it comes to hiring, training, and promoting. Such information can, in turn, help uncover hidden assets in the workforce, and enable employers to pinpoint strengths and areas for development for an individual or an entire department.

**Over 50,000 administrations  
in the past five years.**

Vangent's System for Testing &  
Evaluation of Potential (LH-STEP)  
has been validated in more than 90  
distinct studies – an unparalleled  
feat in the industry.

## Benefits of the LH-STEP

- Select the most qualified persons into the organization
- Gauge promotability to management and leadership positions
- Identify training needs of incumbents and individuals who have recently been promoted
- Develop talent management and succession plans

## Administration & Scoring

- Internet
- Paper & Pencil administration with mail-in scan scoring

## Reports

Comprehensive and easy-to-read reports are provided in both profile and narrative format. The LH-STEP reports can be used for several purposes:

- **Selection & Promotion Decision-making:** measures the individual's potential for successful performance and potential for promotability within the organization
- **Organizational & Group Development:** measures the individual's or group's training needs and can contribute to succession management
- **Individual Development:** identifies likely behavior patterns for improvement strategies

**Number of Items:** 10 Subtests with varying items

**Duration:** 1.5 - 3 Hours

The LH-STEP can help an organization create a talent pipeline across a wide array of higher-level positions that are critical to organizational success. The following three-step process is our recommended administration for the LH-STEP.

### Step 1

The success of the LH-STEP begins with a Job Analysis for the targeted position. A survey driven job analysis completed by expert incumbents, supervisors, and other key stakeholders will identify the key functions and responsibilities in order to clarify skill sets needed to succeed in the job. The analysis helps tailor the LH-STEP to your job definition by statistically comparing the job analysis profile with 12 occupational groups in (our?) the national database.

### Step 2

Administration of the LH-STEP will measure 43 individual aptitudes, abilities, and attributes in six key areas:

- **Personal Background:** career advancement, financial responsibility, and leadership activity
- **Mental Abilities:** language facility, deductive and analytical reasoning, and pattern recognition skills
- **Aptitudes:** capacity for creative and innovative thinking
- **Temperament:** self-reliance, personal insight, responsiveness, and extroversion
- **Resilience:** level of stress and positive outlook on handling tension that may hinder productivity
- **Work Values:** business ethics, leadership style, and job accountability

### Step 3

The job skills assessment maps the present level job skills of the individual to the job skills identified during the job analysis in four areas of work behaviors:

- **Organization:** includes goal-setting, financial planning, work procedures and practices, and interdepartmental coordination
- **Leadership:** includes decision-making, developing teamwork, communications, and coping with difficulties
- **Human Resources:** includes developing employee potential, supervisory practices, personnel practices, and self-development
- **Community:** includes managing community relations and outside contacts

