



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

A Leadership Assessment for Use in Healthcare Environments

The LH-STEP helps healthcare organizations match an employee’s or 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.

A leading healthcare organization uses the LH-STEP to select and place the highest caliber healthcare managers, directors, and executives.

They found that 53% of the candidates fell into the “Desirable” to “Outstanding” range, helping them make scientifically-based, confident hiring solutions.

Benefits of the LH-STEP

- ◆ Select the most qualified persons into your healthcare 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 your 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 your healthcare organization create a talent pipeline across a wide array of higher-level positions that are critical to your success.

The following three-step process is Vangent’s 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 national database.

Step 2

Administration of the LH-STEP will measure over 40 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

