GETTING STARTED WITH **BEHAVIORAL ASSESSMENTS**

A Practical Checklist

If you're new to behavioral assessments or looking to use them more intentionally, here's where to start.

- ☐ **Build or update your role benchmarks.** Know what behavioral profile fits the roles you hire for most often.
- ☐ **Integrate the assessment into your hiring process.** Before the first interview, not after the offer.
- ☐ **Profile your current team.** You'll learn things about your team dynamics that will immediately change how you manage.
- ☐ **Train your managers on how to read and use the data.** A profile sitting in a folder helps nobody.
- ☐ **Use behavioral data in development conversations.** Not just hiring. This is where the long-term value lives.
- ☐ **Revisit profiles during significant role changes.** Promotion, team restructure, new manager. These are inflection points.

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