

Supporting autonomous development with
self-assessment
at Open Grid

Enabling those with high potential to focus on areas for development

Supporting autonomous development with self-assessment

Summary

By identifying high potential employees, helping them focus on areas of development and providing assistance, Open Grid Europe knows it can strengthen the relationship with this key group.

Using cut-e's 360° review tool, Open Grid Europe introduced a behavioural questionnaire (*shapes*) and also a questionnaire designed to assess motives and drives (*views*). These tools have helped employees to develop insight. They know where their strengths lie and also the key development areas for career paths. High potentials can access ideas and tips to move forward, thereby strengthening their relationship with the company.

The challenge: support and engage high potential talent to manage their own development

Open Grid Europe wanted to make sure that employees with high potential felt supported and encouraged in their career development within the business.

Whilst it wanted to show different career paths and the competencies needed for these, the team also knew that they wanted the employee to progress on their own.

The company also wanted the self-assessment results to show accurately their strengths and development areas and how these fit alongside the professional or management career paths in the company.



Support the 'high potentials' by giving self-insight, career paths and development tools.

The solution: a customised report to focus on development

Open Grid Europe introduced behaviour and motives questionnaires and those with high potential were encouraged to complete them. cut-e designed a customised feedback report for the company drawing the results from both tools. Therefore, those completing the assessments were given highly relevant and company-specific feedback.

It is important to Open Grid that the self-assessment process is self-directed. Each participant receives their individual password to cut-e's online assessment system, mapTQ, where they can complete assessments. Whilst not having direct access to specific results, they are able to download their personal assessment report once the *shapes* and *views* questionnaires have been completed. Following this, they can discuss the report with the line manager.

The report includes a clear visual summary of the results as well as interpretative text using the language and terminology of Open Grid. The report also gives the individual a comprehensive picture of their strengths, the areas in which there is room for development, their interests and their motives. It ends with suggested personal development information.



Relevant results, anchored in the business. Design the assessment report to reflect the company, using its language, career paths and terminology.

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The outcome: essential discussion between employee and manager

Self-assessment is the starting point for dialogue between high-potential employees and their managers. It is an important component of the overall development programme.

The detailed description of behavioural tendencies, interests and motives has enabled the report to act as a bridge between the two parties. By understanding the behaviours and personality characteristics needed for different career paths, Open Grid supports its 'high potentials' to develop as managers or as specialists. Furthermore, the ownership of development is placed firmly with the individual and is supported by the development information.

"We suggest that high-potential employees discuss their reports with a manager. This helps make the comparison between the individual's view of themselves and how they are viewed by others. It also gives the opportunity to discuss possible further action."

*Stefan Hennig,
head of personnel development, Open Grid Europe GmbH*



A starting point for discussion and a launchpad for development.

Assessment results provide a bridge between the manager and the employee to kick-start self-managed development.



About Open Grid

Open Grid Europe GmbH was founded in 2004 as a subsidiary of E.ON Ruhrgas. As a leading natural gas transport business, it now has a network of around 12,000km. Open Grid Europe is headquartered in Essen, managing locations across Germany. The company has a total of 1,650 employees.

About cut-e

Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments for attraction, selection, talent management and development. The company's smart, valid and innovative psychometrics have made it the preferred partner of multinational organisations.

In May 2017, cut-e was acquired by Aon plc, a leading global professional services firm providing a broad range of risk, retirement and health solutions. cut-e now operates as part of Aon's global offering in talent solutions, helping clients achieve sustainable growth by driving business performance through people performance. cut-e and Aon, as Aon's Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.