



The TalentMobility® Assessment Solution

Pre-decision has never been more necessary than it is today. All too often, organizations evaluate employee competencies and characteristics to identify relocation candidates but fail to analyze the most important lifestyle factors – the circumstances – affecting the candidates' final decision. In addition, most organizations lack metrics to properly evaluate and improve their current mobility strategy and policy.

The TalentMobility® Assessment provides an all-encompassing solution.

BENEFITS FOR THE EMPLOYER

- Helps solidify or convert first-choice mobility candidates.
- Gets your employees at the right place, at the right time.
- Supported by coaching to significantly reduce obstacles, last-minute declines and failed assignments.
- Measures the success of the organization's relocation and recruitment process.
- Accurately tracks the mobility receptivity to a particular location at a particular time, according to life stages and events.
- Collects high-level demographics and benchmarking data to help evaluate and improve mobility program strategy and ROI.
- Provides candid exposure when candidates are truly not the right mobility choice.

BENEFITS FOR THE MOBILITY CANDIDATE

- Guides the employee through important family, lifestyle, and career concerns that impact mobility decisions.
- Eliminates surprises by providing cumulative analysis of factors that the candidate may, otherwise, not have considered.
- Clarifies the impact of relocation for everyone involved, including the spouse/partner and family.
- Provides a logical, clear approach to evaluate a potentially emotional situation.
- Includes post-assessment coaching and research to eliminate obstacles and obtain a clearer understanding of all options and resources.
- Final results are confidential, encouraging the employee to complete the assessment without reserve.

How Does the TalentMobility® Assessment Work?

This confidential pre-decision survey guides the candidate through family, lifestyle, and career concerns – reporting all elements that influence the final decision. Each mobility candidate completes a detailed series of questions to evaluate the most impactful factors related to accepting a move:



Relationships:

Demonstrates the important impact that spouses/partners, children, extended family and social networks have on relocation decisions.



Family Finance & Legal Considerations:

Illustrates how the move may affect the family's earning potential and budget. Also magnifies legal implications with custody, visitation, and immigration issues.



Lifestyle:

Evaluates the employee's current lifestyle and identifies which lifestyle aspects they value most and which may be affected by a move.



Employee Professional & Career Considerations:

Evaluates level of current and new professional opportunities in the potential destination.



Location:

Gauges unique location characteristics and their influence on the willingness to move – housing, culture, environmental issues, safety, security, and transportation.



Spouse/Partner Professional & Career Considerations:

Designed for the spouse/partner, this section determines interest in career continuation activities, and/or entrepreneurial ventures.

Once completed, each candidate receives a TalentMobility® Index report detailing if each area exceeds, meets or does not meet their needs and expectations.

Essential Coaching to Eliminate Perceived Obstacles

The assessment is paired with one-on-one coaching to address any obstacles that were identified. Vandover's Transition Coaches will provide a tailored approach based on the assessment results, offering alternative perspectives to empower each candidate to make a decision that best meets their goals. This invaluable coaching often helps candidates eliminate preconceived notions about a location or move that would, otherwise, cause them to decline relocation. In some cases, supporting research on perceived obstacles uncovers tremendous opportunities for which the candidate was unaware.

Increase Your Mobility ROI with the TalentMobility® Assessment

Pre-decision policies that include assessment, research, and coaching strengthen succession planning efforts, increase the chances of retaining high-potentials, and help to motivate first-choice candidates – all working to increase your mobility return on investment. Through Vandover's TalentMobility® Assessment, information is gathered to track candidates through each step of the decision-making process, enabling your organization to address, and potentially overcome, hurdles as they arise. In the end, your organization will be left with reporting and tangible metrics to help strengthen future mobility programs, policy, and strategy.

Contact Vandover to inquire about adding the TalentMobility® Assessment to your program or view a demo:

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