



## Assessment for Global Assignments

Sending an employee on an overseas assignment is one of the most important and potentially expensive decisions an organization can make. Including allowances and tax equalization, a 3-year assignment can cost in excess of \$1 million dollars. Unlike hiring an employee locally, where the focus is on the candidate's ability to do the job, an overseas assignment adds spousal and children's issues/concerns to the equation. Whether an organization is sending an employee and family to a foreign location, bringing an employee and family to a companies' home country, or moving a third country national and family, the challenges are the same.

**EASI-Consult® uses a customized, multi-part approach to help your employee, their family and the company best prepare for a successful assignment.**

### Step 1:

#### Collecting Information on the Job, Candidate and Family

**Job Analysis** – A brief questionnaire and interviews of people who are familiar with the employee and the position are used to determine job/cultural challenges and establish a **Profile for Success**.

**Candidate and Family Assessment** – Online assessment tools and interviews are used to identify personality traits, aptitudes and skill sets supportive of success in overseas assignments.



### Step 2:

#### Reviewing Assessment Information with Stakeholders

**Separate discussions** are held to review and process assessment information with stakeholders:

- With the candidate to discuss assessment results.
- With HR and the hiring manager to discuss assessment results.
- With the candidate and hiring manager to discuss a development plan and coping strategies.

**EASI-Consult® - We've Been on Your Side of the Desk**

Contact Us to Get Started

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