BTS Assessment Offerings

Assessments should do more than highlight strengths and weaknesses—they should provide clear, actionable insights that help leaders thrive. Too often, assessments remain abstract, making it difficult for leaders to connect insights to their day-to-day challenges and business priorities.

At BTS, we take a different approach. Our assessments go beyond evaluation, immersing leaders in real-world challenges that reveal their capabilities when it matters most. Backed by 40+ I-O psychologists and 100+ expert assessors, our assessments are highly contextual, data-driven, and action-oriented. They don't just measure leadership potential—they help leaders and teams apply insights immediately, driving meaningful impact at every level.

With deep talent intelligence, organizations can make smarter decisions, strengthen leadership pipelines, and ensure their talent strategy is aligned with business priorities. Our assessments don't just diagnose—they provide a multi-dimensional view of *who leaders are, what they've done, what they can do, and what they know.*

Our Assessments...

- **Prepare leaders for real challenges** – Simulations replicate actual leadership scenarios, ensuring insights translate into action.
- **Deliver deep, data-driven insights** – Advanced analytics and expert evaluations uncover leadership strengths and development areas.
- **Provide clear, actionable next steps** – Every assessment includes tailored feedback and development plans to drive measurable growth.
- **Go beyond testing—act as a talent strategy partner** – We help organizations build leadership pipelines, identify high-potential talent, and make smarter, data-driven decisions.
- **Trusted by the world's leading companies** – Used by 260+ organizations, including Fortune 500 leaders, to drive leadership effectiveness and business success.

BTS assessments don't just evaluate talent; they help leaders turn insights into real-world impact.

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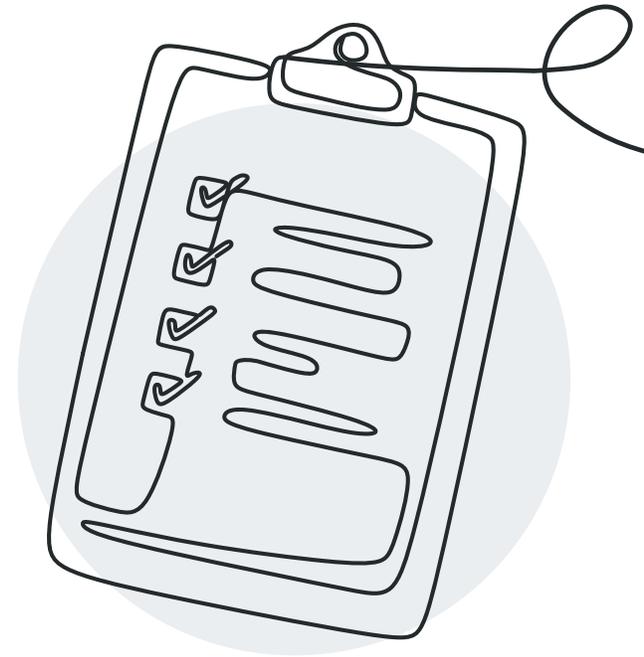
Individual Leader Assessments

Moments-Based Assessments

Leadership is defined in key moments—but most assessments don't measure how leaders perform under pressure. Moments-Based Assessments (MBA) immerse leaders in realistic, job-related scenarios to evaluate decision-making in high-stakes situations.

- **What it Measures:** Leadership decision-making, adaptability, business acumen, and key behavioral competencies.
- **Best For:** Leadership development programs, high-potential identification, and succession planning.
- **How It Benefits Leaders:** Provides real-time experience handling critical leadership moments, preparing them for real-world challenges.

High Potential Leadership Assessment

Identifying future leaders takes more than resumes and personality tests. This assessment immerses participants in business case challenges, strategic exercises, and coaching interactions to assess their leadership readiness.

- **What it Measures:** Business acumen, adaptability, strategic thinking, and leadership potential.
- **Best For:** Organizations developing their next generation of leaders.
- **How It Benefits Leaders:** Delivers a personalized leadership growth plan, equipping high-potential talent with the skills they need to succeed.

Executive Presence Index (Bates ExPI™)

Great leaders don't just communicate—they inspire. The Bates ExPI™ is a research-backed, scientifically validated 360-degree assessment that measures a leader's ability to engage, align, and influence others.

- **What it Measures:** Influence, credibility, communication effectiveness, and leadership presence.
- **Best For:** Senior executives and rising leaders refining their leadership impact.
- **How It Benefits Leaders:** Provides clear, research-backed insights into how leaders are perceived and how to enhance their executive presence for greater influence.

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Leadership Team and Business Strategy Assessments

Strategy Simulation Assessments

Strategy isn't just about thinking—it's about execution. BTS Strategy Simulations place leaders in high-pressure, real-time decision-making scenarios that test their ability to drive business success.

- **What it Measures:** Strategic mindset, financial acumen, problem-solving, and risk management.
- **Best For:** Leadership teams, business unit heads, and senior managers responsible for executing strategy.
- **How It Benefits the Business:** Strengthens decision-making and problem-solving skills, equipping leaders to navigate uncertainty and execute strategy effectively.

Leadership Team Performance Index (LTPI™)

Leadership success isn't just about individual capability—it's about team effectiveness. The LTPI™ assesses leadership teams on alignment, collaboration, and decision-making, helping them function at their highest potential.

- **What it Measures:** Strategic alignment, decision-making, team collaboration, and leadership effectiveness.
- **Best For:** C-suite and senior leadership teams looking to optimize performance.
- **How It Benefits the Leadership Team:** Provides a clear, data-driven view of team strengths and gaps, helping teams align and perform at their highest level.

Talent & Hiring Assessments

BTS Talent Acquisition Assessments

Traditional hiring assessments focus on resumes and generic tests, offering a limited view of a candidate's potential. BTS Talent Acquisition Assessments go further—placing candidates in real-world job challenges to assess decision-making, adaptability, and leadership potential in high-stakes situations.

- **What it Measures:** Problem-solving, leadership readiness, decision-making, and cultural fit.
- **Best For:** Organizations looking to hire top talent with confidence and precision.
- **Why It Stands Out:** Simulates real job scenarios, ensuring hiring decisions are based on demonstrated ability, not just credentials.

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Virtual Individual Assessments (VIA)

The BTS Virtual Individual Assessment (VIA) replicates real job challenges through immersive simulations, role-plays, and business scenarios, providing deep insights into a candidate's potential and readiness.

- **What it Measures:** Performance in job-specific scenarios, leadership potential, and development needs.
- **Best For:** Selection and development of leaders, high-potential talent, and key roles like sales.
- **Why It Stands Out:** AI-driven behavioral data predicts success in a targeted role, minimizing hiring risk.

More than measurement

BTS assessments are designed for versatility. Whether you're identifying high-potential leaders, strengthening leadership teams, or aligning talent strategy with business goals, our tools help leaders perform when it matters most.

Let's explore how BTS assessments can help your organization turn insights into action.

Reach out today!

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