



Learning Agility Scan

Supporting rather than enduring changes

Grip on the future

Reliable identification of high potentials

Frame of reference when changes are occurring

Supporting rather than enduring changes

Learning Agility is the ability of people to rapidly develop new effective behaviour based on new experiences. In a rapidly changing market, the future is uncertain. Will the current roles and positions in your organisation still exist in the near or more distant future? If roles and positions change drastically or perhaps even cease to exist, what are the effects on the organisation? Employees who can support rather than merely endure changes are required to ensure that an organisation has the flexibility and power to thrive.

Grip on the future

An organisation consists of the combined qualities and skills of its employees. The more employees know about their potential and the greater their ability to rapidly learn in the future, the better it is for the organisation as a whole. Better for the employee: he can continue to develop and learn. Better for the organisation: Learning Agility on the part of employees gives your organisation a competitive edge and ensures a solid foundation for the future.

Which employees **support the future** of the organisation?

Learning Agility Scan

Five dimensions

Learning Agility has five dimensions. The higher an individual's score in each dimension, the quicker he will learn from new situations. In addition, the individual concerned will be able to master new skills more quickly and effectively in a new situation.



Change Agility

- Curious
- Experiments
- Tries things



Mental Agility

- Analytical
- Complexity
- New ideas



People Agility

- Desire to understand others
- Constructive towards others
- Open to other cultures



Results Agility

- Ambitious
- Self-confident
- Goal-oriented



Self-awareness

- Knows himself or herself
- Self-critical and self-aware
- Development-oriented

Special status of Self-awareness

The dimension of Self-awareness occupies a special place in the Learning Agility Scan. A high score in this dimension indicates greater potential in the other ones, while a low score indicates lower potential. Someone who is aware of the possibilities of further developing a skill or refining knowledge will learn more effectively than someone who is easily satisfied with his own performance.

Reliable identification of high potentials

Learning Agility enables you to reliably identify high potentials. Talent for leadership in an increasingly complex environment is scarce. Being aware of future leaders at an early stage gives your organisation a competitive advantage.

Employees who **learn more from new situations** and are able to translate these into the future, will achieve a higher Learning Agility score. These employees are **the pillars of your organisation's future success.**

Would you like to know more about the Learning Agility Scan?
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