



# L1高潜人才 测评方案



## 方案简介

高潜人才测评方案专为组织中有巨大发展潜力的人才设计，运用能力、个性和动机类测评工具，从善思好学、职业抱负和人际通达三个方面评估答卷者是否具备足够的潜力，并帮助组织更好地定位高潜人才，把握高潜人才的优势和不足。



## 适用对象

组织中未来的领军人物；  
目前尚未具有管理职责，  
但未来可能会被提拔或晋  
升到更高的水平上的高潜  
力员工。



## 应用范围

高潜选拔  
人才盘点  
人才储备  
培养发展

## 测评形式、时间及题量

在线作答，测验时限：70分钟，平均作答时长：46分钟。

第一部分	HPT高潜思维能力测验	12题，测验时限：15分钟，平均作答时长：12分钟
第二部分	MAP职业性格测验	107题，测验时限：40分钟，平均作答时长：24分钟
第三部分	WMT职业动机测验	35题，测验时限：15分钟，平均作答时长：10分钟

## 主要特点

- ◆ **8项核心潜能:**

从善思好学、职业抱负、人际通达三个方面考察受测者8项重要潜能

- ◆ **4种角色定位:**

明确高潜人才的未来角色定位，给出有针对性的人员使用和发展策略

- ◆ **能力性格动机联合考察:**

从能力、性格、动机三个角度综合考察，提供更丰富且有价值的结果

- ◆ **提供丰富的使用版本:**

提供多个版本，可供多种场景与需求的使用

- ◆ **模块定制化:**

可以在标准版的基础上根据选择需要的模块，更方便使用

## 测评维度

考察素质	考查方面	考察胜任力
潜质	善思好学	开放好奇
		独立思考
		敏锐洞察
	职业抱负	追求卓越
		勇于担当
		坚韧抗压
	人际通达	沟通协调
		引领号召
管理风格	领导风格	决策风格
		性格特质



## 报告样例（部分）

The image displays a detailed report template for a company's annual review. The layout is clean and organized, with a white background and blue header and footer bars. The main content is divided into several sections, each with its own title, sub-sections, and data visualizations. Key sections include:

- 胜任力报告 Competency Report**: This section features a large circular graphic with a magnifying glass icon and the text "胜任力 报告" (Competency Report). It includes a bar chart showing competency levels across categories like "沟通协调" (Communication) and "独立思考" (Independent Thinking). A central circular diagram highlights "发展潜质" (Development Potential) with various factors.
- 面试建议 Interview Advice**: A section titled "面试建议" (Interview Advice) provides tips for job interviews, such as "面试回答技巧" (Interview Answering Skills) and "面试问题参考" (Interview Reference Questions).
- 辅导报告 Tutoring report**: This section is titled "辅导报告" (Tutoring Report) and includes a "人际沟通" (Interpersonal Communication) section with a bar chart and a "领导力提升" (Leadership Improvement) section.
- 使用指南 Guidelines**: A section titled "使用指南" (Guidelines) provides general instructions for the report.
- 胜任力详细分析 Competency Details**: This section is titled "胜任力详细分析" (Competency Details) and includes sections for "善思好学-开放好奇" (Good at Learning-Open Curiosity), "优秀高商人才在开放好奇方面的特点" (Characteristics of excellent high-end talent in openness and curiosity), and "善思好学-独立思考" (Good at Learning-Independent Thinking).
- 胜任力详细分析 Competency Details**: Another section titled "胜任力详细分析" (Competency Details) covers "善思好学-独立思考" (Good at Learning-Independent Thinking) and "优秀高商人才在独立思考方面的特点" (Characteristics of excellent high-end talent in independent thinking).
- 胜任力详细分析 Competency Details**: A third section titled "胜任力详细分析" (Competency Details) covers "善思好学-独立思考" (Good at Learning-Independent Thinking) and "自我发展报告 self-development report" (Self-development Report).
- 面试建议 Interview Advice**: A second section titled "面试建议" (Interview Advice) provides tips for job interviews, such as "面试回答技巧" (Interview Answering Skills) and "面试问题参考" (Interview Reference Questions).
- 辅导报告 Tutoring report**: This section is titled "辅导报告" (Tutoring Report) and includes a "人际沟通" (Interpersonal Communication) section with a bar chart and a "领导力提升" (Leadership Improvement) section.
- 使用建议报告 Use recommendation report**: A section titled "使用建议报告" (Use recommendation report) provides recommendations for the report.
- 自我发展报告 self-development report**: A section titled "自我发展报告" (self-development report) provides a "自我评价" (Self-evaluation) section with a bar chart and a "行动计划" (Action Plan) section.
- 胜任力报告 Competency Report**: A third section titled "胜任力报告" (Competency Report) includes a "领导风格" (Leadership Style) report with a bar chart and a "如何灵活调整 Adjustment" (How to Adjust) section.
- 决策风格报告 Decision-Making Styles Report**: A section titled "决策风格报告" (Decision-Making Styles Report) includes a "决策风格" (Decision-making Style) report with a bar chart and a "张伟在进行决策时" (When Zhang Wei makes decisions) section.

The report uses a professional design with blue and yellow accents, and includes numerous charts, graphs, and icons to present data in an accessible way.

## 前程无忧测评

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