

The Global HR Capability Assessment

A Guide for Individual Members

What is the Global HR Capability Assessment?	The Global HR Capability Assessment is a web-based tool that allows HR professionals to assess their capability levels across a set of 20 critical HR domains, compare their results to a benchmark group, and identify learning resources to quickly build capability levels. The assessment was created in conjunction with our research partner, Perceptyx, a company specializing in people analytics.
Who can take the assessment?	The assessment is currently available at no charge only to members of the Josh Bersin Academy.
How long does the assessment take?	Most users are able to complete the assessment in 20 minutes or less. You can start and stop whenever needed. The assessment will hold your place.
What do I receive after taking the assessment?	Once you complete the assessment, you'll automatically receive an Individual Capability Profile. This report shows your current capability levels compared to a benchmark of global HR professionals and provides links to targeted learning opportunities based on your personal developmental priorities.
Can I take the assessment more than once?	Yes, you can take the assessment as many times as you like. In fact, we suggest taking the assessment again after completing recommended developmental activities or gaining additional on-the-job experience. We will capture a snapshot of your capability levels every three months in order to track your capability development over time.
Who can see the results of my assessment?	Your individual results are <i>completely confidential</i> and will not be shared with your company or anyone else. Results for teams of 10 or more individuals may be shared in aggregate to allow managers to better understand capabilities across their HR team and to enable insights across the entire benchmark of HR professionals.
In what languages is the assessment available?	The assessment is available in the following 15 languages: English, Arabic, Bahasa Malay, Chinese (simplified), Chinese (traditional), French, Canadian French, German, Italian, Japanese, Portuguese, Russian, Spanish, Thai, and Vietnamese.
What is a Capability Accelerator?	Capability Accelerators are carefully curated learning journeys aligned to the various capability areas in the Global HR Capability Model. They are comprised of Josh Bersin Academy programs, resources, case studies, and work challenges to help you build capability "muscle."
Who should I contact if I experience a problem with the assessment?	If you have difficulty completing the assessment, please contact our support team at customersupport@perceptyx.com .
How does the Global HR Capability Assessment fit into other work related to capability development?	The assessment is part of the Global HR Capability Project, a multi-component initiative designed to address the heroic role HR now holds, the demand for continual professional development to meet the evolving needs of modern business, and the need to provide relevant analysis for both the individual and the organization. Currently, the

	project includes the Global HR Capability Model, the Global HR Capability Assessment, Individual Capability Profiles, Capability Accelerators, and Organizational Capability Audits. Additional Project components are planned for future release.
Where can I find more information about the Global HR Capability Project?	The background, approach, and experience from pilot partners in the Project may be found in our white paper, <i>Accelerating the Capabilities of HR</i> .
Who should I contact with questions about the Global HR Capability Project?	For more information, please contact Amy Farner (amy.farner@bersinpartners.com) for details.