

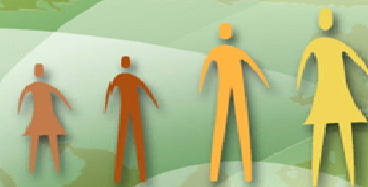
**viaEDGE™ FREQUENTLY ASKED QUESTIONS**

**ASSESSMENT'S PSYCHOMETRICS**

<b>Was the assessment sample global?</b>	Yes, 12 organizations (N=1000 employees) from around the world were used in the pilot testing of viaEDGE™.
<b>What is the predictive validity of viaEDGE™?</b>	We are in the process of collecting data to test correlation of viaEDGE™ scores and various outcome variables; we will know more in 6-12 months. Currently, we have much evidence that Choices® results are predictive of future success, and viaEDGE™ is strongly correlated with Choices®.
<b>Did you conduct test-retest reliability analysis for the assessment?</b>	The viaEDGE™ assessment was administered to approximately 100 individuals from around the world in numerous organizations. It was found that the correlation for Overall Learning Agility between Time 1 and Time 2 was 0.90. The professional standard of an acceptable test-retest reliability coefficient is 0.70.
<b>Does a person's score change over time? If the test were taken again within a short period if time, would the results be the same?</b>	In the short term, we would expect scores to be fairly stable. However, because learning agility can be developed with deliberate efforts, we likewise would expect that with experience and development there would be some change over time and, in rare cases, a great deal of change.
<b>Why were the Hogan tests chosen for comparison?</b>	The Hogan assessments were chosen because a number of LTC client organizations use the Hogan instruments.
<b>How much time does it take to complete the assessment?</b>	The assessment takes approximately 25-30 minutes to complete.
<b>Do we have norms for viaEDGE™?</b>	The percentile norms of viaEDGE™ are based on a sample of 850 participants from around the world. Results from subsequent analysis in different samples are consistent with initial norms.
<b>Learning Agility has been mapped to the 67 Lominger leadership competencies. Would this assessment be a good predictor of those competencies?</b>	viaEDGE™ may provide some insight into the relative strengths and weaknesses of some competencies (those most highly correlated to learning agility), but one can't infer absolute competency skill levels from viaEDGE™ results, because they are different constructs.

**ASSESSMENT'S RESULTS**

<b>What does the assessment measure?</b>	The viaEDGE™ self-assessment measures an individual's ability and willingness to learn from experience – and
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perform successfully in new situations. Research reveals that learning agility is the single, best predictor of high-potential.

**How do I receive my results?**

Summary results are delivered immediately, with in depth results and interpretation delivered though Korn/Ferry certified coaches.

**What viaEDGE™ reports are available?**

There are three reports available with viaEDGE™. The assessment-taker, or learner, receives an Individual Summary Report and, as part of coaching engagement, a Feedback Report. The coach receives a Coaching Report.

**Is there a group report available like Choices® and Voices®?**

Automated group reports will be available in the near future, for managers only.

**Can I obtain sample reports and take a sample survey?**

Yes, you can. Go to the Lominger product store on [www.lominger.com](http://www.lominger.com) and search for viaEDGE™ assessment. You will be able to send a request for a sample report and a survey to the Global Survey Center.

**Is the assessment available in paper and pencil version?**

No, the assessment is available only online through the Korn/Ferry Assessment Center.

**Can I add my own items to the survey?**

No. Unlike the Voices® survey, where organizational custom competencies may be included, viaEDGE™ assesses a specific construct, learning agility, that includes research-validated items. It is a standardized assessment test.

## FEEDBACK

**Who can interpret the assessment results to a learner?**

Only Korn/Ferry certified coaches and professionals can deliver the feedback to the learners.

**How can I be certified in viaEDGE™?**

We don't offer public certifications at this time. For other options contact Lisa-Marie Hanson at [lisa-marie.hanson@kornferry.com](mailto:lisa-marie.hanson@kornferry.com)

**What support is in place for people who may experience technology issues with the assessment?**

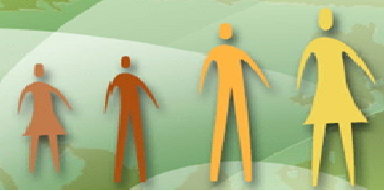
The Global Survey Center provides technical assistance to anyone who may have questions with any of Korn/Ferry's listed assessment tools.

**What languages is the viaEDGE™ assessment and reports available in?**

The viaEDGE™ assessment and reports are currently available only in English.

**If I am certified in Choices® can I provide viaEDGE™ feedback?**

No. Because the viaEDGE™ construct and delivery are different than Choices®, a separate certification is required.

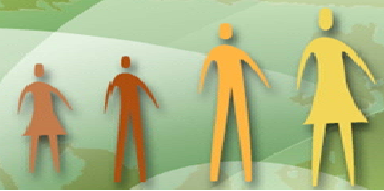


**PRICING**

<b>What is the cost of the assessment?</b>	To purchase the assessment contact Customer Service: 1-877-345-3610 (US & Canada) 1-952-345-3610 (International) E-mail: <a href="mailto:customerservice@kornferry.com">customerservice@kornferry.com</a> to inquire about the product
<b>Are there assessment group discounts?</b>	Yes. Call Customer Service for pricing: 1-877-345-3610 (US & Canada) 1-952-345-3610 (International) E-mail: <a href="mailto:customerservice@kornferry.com">customerservice@kornferry.com</a> to inquire about the discounts
<b>Are there different prices for different viaEDGE™ reports?</b>	There are three viaEDGE™ reports – Individual Summary Report, Feedback Report, and Coaching Report. All reports are included in one price. However, the Feedback Report for an individual and Coaching Report for a certified coach are available only when a coaching session follows. The coaching session is to be ordered separately.

**RATER EXPERIENCE**

<b>Who is my point of contact for the assessment?</b>	Korn/Ferry Global Survey Center:  Lance Fenton - <a href="mailto:lance.fenton@kornferry.com">lance.fenton@kornferry.com</a> Chris Werth - <a href="mailto:chris.werth@kornferry.com">chris.werth@kornferry.com</a> Kory Arnold - <a href="mailto:kory.arnold@kornferry.com">kory.arnold@kornferry.com</a> Kirk Difrancesco - <a href="mailto:kirk.difrancesco@kornferry.com">kirk.difrancesco@kornferry.com</a>
<b>Whom do I send my request to take the assessment?</b>	Send it via email to <a href="mailto:viaEdge@kornferry.com">viaEdge@kornferry.com</a>
<b>If I lost my invitation link how can I retrieve it?</b>	If you lost your assessment invitation link, you can reference the Global Survey Center member listed above or email to <a href="mailto:viaEdge@kornferry.com">viaEdge@kornferry.com</a>
<b>What kind of information does Korn/Ferry require to launch the survey (e.g., name, email address)?</b>	It requires a feedback coach’s name, names and email addresses of the participants, and the company’s billing address.
<b>When will the individual receive the assessment link after the order form has been submitted?</b>	2-3 business days
<b>Who will have an access to the</b>	The contact designated by the company ordering viaEDGE™. Also, the Global Survey Center Administrators,



<b>assessment results?</b>	the Korn/Ferry LTC Research Team and organizational sponsors of those individuals.
<b>How secure is the assessment site?</b>	Korn/Ferry complies with the privacy data industry standards. For more information go to <a href="http://www.lominger.com/privacypolicy.aspx">http://www.lominger.com/privacypolicy.aspx</a> .
<b>Will anyone be able to see the actual responses of an assessment-taker?</b>	The Korn/Ferry LTC Research Team may access individual responses for research purposes. For more information go to <a href="http://www.lominger.com/privacypolicy.aspx">http://www.lominger.com/privacypolicy.aspx</a> .
<b>What happens to the bio data that is collected on learner?</b>	The bio data are sent to the Korn/Ferry LTC Research Team who collects the aggregated responses in order to continue the instrument's refinement and validation.

## ASSESSMENT'S APPLICATIONS

<b>Can I share the results with my supervisor and/or other people?</b>	Yes, the results can be shared by the participants at their own discretion. However, rather than sharing specific scores with one's supervisor, it is recommended that participants highlight key strengths and places where they plan to develop.
<b>What are the primary applications of viaEDGE™?</b>	<p>viaEDGE™ assessment can be used for:</p> <ul style="list-style-type: none"> <li>• Validation and placement of internal talent for high potential identification</li> <li>• Development of high potential talent</li> <li>• Aid in external candidate hiring</li> <li>• Identification of managers most likely to succeed in international assignments</li> </ul>
<b>What applications are not appropriate for viaEDGE™?</b>	viaEDGE™ provides assessment data to inform selection decisions and coaching. Data are to inform decisions only, not to be the sole criterion for making a decision (generally, this applies to any assessment data). Any application attempts to do more with viaEDGE™ results are probably misguided.
<b>Can I request the viaEDGE™ assessment and Choices® at the same time?</b>	Yes.