



What is STEP?

Cappfinity's Skills That Enable Progression (STEP) is a blended online assessment that is designed to measure whether someone has the skills that determine their ability to adapt, progress, and grow within an organisation, and also whether they are currently motivated to do so.

Why STEP Measure?

- To gain a holistic understanding of potential, aligned to organisational needs.
- For access to a custom talent dashboard with a clear spotlight on your talent pool
- Leverage potential to future-proof talent development and succession planning

How does it work?

Cappfinity's STEP Measure evaluates adaptive skills and motivated potential. Additional areas of specific domain expertise can be added seamlessly into the assessment as required and included in reporting. Participants are exposed to a series of thought-provoking and relevant scenarios aligned to the workplace.

Dynamic reports are available for both the manager and participant following the assessment. For managers, STEP reports can be used for talent matching, succession planning, and more. For participants, the STEP report can guide career planning, coaching, and areas for development. A central dashboard showcases the potential scores for a particular cohort who have completed the assessment. Cross-organisational scores can also be viewed and stack-ranked.

Why Cappfinity?

Pioneers in Skills-based hiring

Our unique methodology delivers predictability that drives business results and reduces bias from hiring.

Evidence-based solutions

Since 2005 global companies have trusted us to find the best-matched talent for their businesses and measure our clients' success.

Global reach

Our offices in the US, UK, Ireland and Australia service and support 200 global clients and millions of candidates.

Industry expertise

Our solutions have won numerous industry awards.