

Capability^{atd} OUTLOOK

Get a Clear View
of Your Team's
Skill Sets



CAPABILITY OUTLOOK is the Association for Talent Development's (ATD) newest offering for talent development organizations. Through a proprietary assessment that pulls aggregated data about your team's strengths and weaknesses, Capability Outlook provides a baseline for your team's current talent development proficiency.

With new insight into illuminated development areas and your team's untapped strengths, you can create a plan to increase your team's impact and meet your organization's goals.

Grounded in the Talent Development Capability Model™

Capability Outlook and its assessment are built on the Talent Development Capability Model. Based on research from thousands of talent development professionals, the Talent Development Capability Model outlines the 23 capabilities needed for success today and in the future. Capability Outlook provides insight into your team's current proficiency across the 23 capabilities and their underpinning knowledge and skill statements.

Data-Driven Decisions

When you subscribe to Capability Outlook, you can obtain assessment reports that identify your team's strengths and areas for development. These reports will help you make data-driven decisions about how to upskill your team. Don't waste time on team development where it isn't needed. Capability Outlook will help you pinpoint where your team is strongest and where you have the biggest capability gaps to close.



How It Works

1. The team enrolls in Capability Outlook.
2. All team members take the self-assessment.
3. Managers assess their direct reports.
4. Managers access reports that identify where team members are strong, where team members need to develop, and where there is misalignment between employee self-assessments and manager assessments.
5. Learning leaders access reports that identify where the full team is strong and where it needs to develop.
6. Learning plans are created to close individual and team skill gaps.

SUPPORT FOR YOUR FULL ORGANIZATION

Resources for Individuals

After completing the self-assessment, individuals will be able to engage with their managers in career development conversations based on their ratings in each of the capabilities. Individuals will be empowered to create a learning plan to help them achieve their development goals.

Resources for Managers

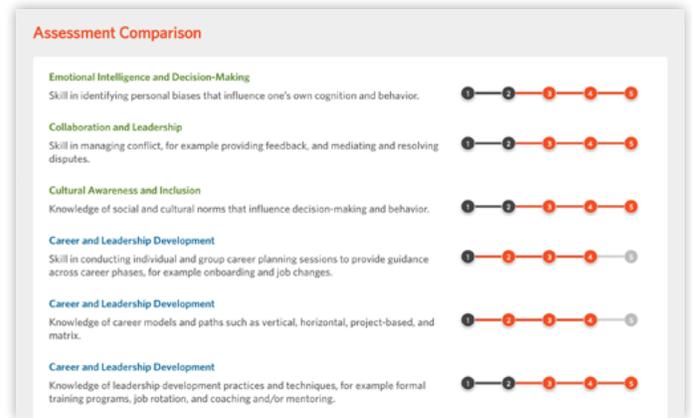
Managers have fresh insight into the strengths and skill gaps for individuals on their teams, which can help them facilitate conversations with team members to align role expectations with performance and prioritize the next steps for individual development.

Managers also get aggregate reports for their full team's current ability, allowing them to find trends in skill strengths and identify common skill gaps. Where there are skill gaps, managers can assign learning resources and make informed decisions about development opportunities.

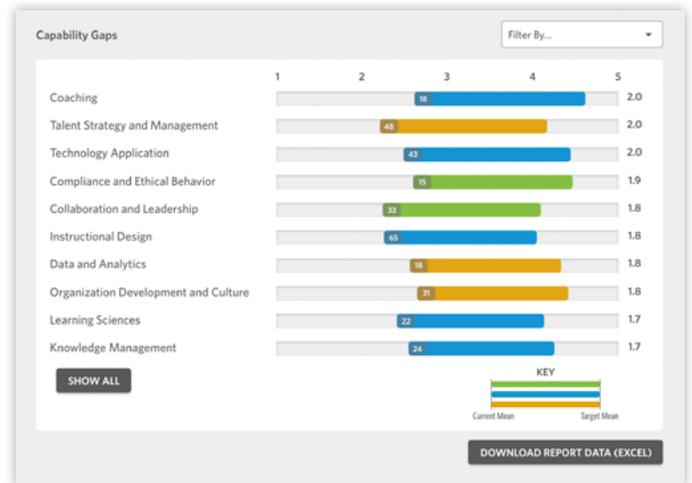
Resources For Learning Leaders

Learning leaders get aggregated data on skill strengths and development areas across the entire organization and by company-defined filters (such as role, business unit, or location) to get segmented views of the data and find trends and opportunities. Leaders can use this data to inform decisions about team planning, organization structure, and development.

Sample Report for Managers



Sample Report for Full TD Team



High-performing organizations are more likely to invest in their trainers' professional development.

Effective Trainers: Traditional and Virtual Classroom Success (ATD Research, 2020)



Help your team perform at the highest level.
Get started today at td.org/MyTeamCapabilityOutlook.