

The assessment process

OUR WAY OF LEARNING WHAT MAKES YOU AMAZING

UNDERSTANDING OUR HISTORY

Before founding our firm, Jay Alix worked with an organizational psychologist who used assessments to gain greater insight into human psychology—specifically, how people work and what makes them tick. Since AlixPartners’ earliest days, anyone in consideration for employment here undergoes this process and is provided the opportunity to personally work with an organizational psychologist to learn from the feedback. Our assessment process is a distinguishing part of our talent strategy.

“Our assessment process was designed and is intended to be a critical enterprise building and value-added process. Our intention is to make sure AlixPartners selects the best and the brightest people to join our firm all over the world and at every function—whether it’s consulting or corporate services—for any industry, geography, or service group...Further, it gives us a very powerful tool for understanding how to help our people perform and succeed in our environment. It is an important process that has never stopped, and it has never been broken, and everyone in our firm has been assessed.”

JAY ALIX

A KEY DIFFERENTIATOR

Few firms have a similar process. Fewer still have such a long-standing one. We have conducted assessments since our firm's beginning and have continually evolved them to meet our talent needs. We know the qualities associated with a long, successful career at AlixPartners, and our assessment helps us identify candidates who will thrive in our firm.

WHY GATHER PSYCHOLOGICAL INSIGHT?

We all have varying skills, abilities, interests, traits, and motivational preferences. Our assessment process is one window into these. This insight helps us better predict people's success in our environment, and helps new hires acclimate quickly, accelerate their growth, and enhance their psychological awareness.

DIVERSITY AND INCLUSION: TOP FIRM PRIORITIES

We value diversity and are committed to building an inclusive workplace. We regularly examine our assessment process to ensure fairness, and we find that it supports our efforts to invite colleagues from diverse backgrounds and experiences to join our team.

TAKING A DATA-DRIVEN APPROACH

Our assessment process helps us understand people in a more consistent, balanced, and objective manner than relying on human judgment and intuition alone. We use a modelling approach backed by data to help guard against human biases.

WORLD-CLASS FIRM

We hold high standards, something that makes our firm stand out within the professional services industry. It is an achievement to make it through this process. People who do join the firm know their colleagues had the same experience, and that the person next to them is just as talented and committed to our firm's success. This establishes immediate credibility and helps to enable seamless teamwork.

MAKING THE COMMITMENT

The assessment process can feel lengthy, but it is an investment in making the right decision for all parties. It is a multifaceted process – it takes time to understand people deeply. The goal is to find the right balance between a person's preferred style of working and our mode of operating, ensuring mutual success and the opportunity for a long, fulfilling career.

ABOUT US

For nearly forty years, AlixPartners has helped businesses around the world respond quickly and decisively to their most critical challenges – circumstances as diverse as urgent performance improvement, accelerated transformation, complex restructuring and risk mitigation.

These are the moments when everything is on the line – a sudden shift in the market, an unexpected performance decline, a time-sensitive deal, a fork-in-the-road decision. But it's not what we do that makes a difference, it's how we do it.

Tackling situations when time is of the essence is part of our DNA – so we adopt an action-oriented approach at all times. We work in small, highly qualified teams with specific industry and functional expertise, and we operate at pace, moving quickly from analysis to implementation. We stand shoulder to shoulder with our clients until the job is done, and only measure our success in terms of the results we deliver.

Our approach enables us to help our clients confront and overcome truly future-defining challenges. We partner with you to make the right decisions and take the right actions. And we are right by your side. When it really matters.