

BAAppraise®

A Knowledge Appraisal®

+1 (877) 776-3337 • +1 (703) 558-4445 • www.esi-intl.com/assessments

Documentation That Tells a Story and Helps You Maximize Your Learning Investment

By measuring the existing knowledge and skill levels of an individual or team, learning can be readily targeted to employees' needs, and therefore, can speed the development of job-related competencies.

BAAppraise® is a complete assessment tool that:

- Measures knowledge of business analysis best practices, as well as the knowledge areas of IIBA's *A Guide to the Business Analysis Body of Knowledge® (BABOK® Guide)*
- Compiles a comprehensive group summary report that provides an overall picture of individuals and the group as a whole
- Provides recommendations for learning activities to help bridge knowledge gaps

ESI's consultants can also follow-up to provide further recommendations and conclusions based on an analysis of the reports.

About BAAppraise®

BAAppraise® measures individual business analysis knowledge gaps and your departmental knowledge as a whole. The convenient, online assessment consists of 80 multiple choice questions that cover 23 business

analysis best practices identified by ESI's subject matter experts. The assessment also covers the knowledge areas of the *BABOK® Guide*. The assessment takes about 1.5 hours to complete.

After completion, the assessment is scored automatically, and a report is sent to the individual showing their results and areas needing improvement.

For organizations who wish to enroll a group of individuals, group summary reports can also be sent to managers to assess learning needs at an organizational or departmental level.

Both the individual and group summary reports give you detailed information that:

- Summarizes your individual or organization's results based on the 23 business analysis best practices and the *BABOK® Guide* knowledge areas
- Compares the results against other professionals in the business analysis industry
- Prioritizes group and individual learning needs based on the mappings to key business analysis topics

ESI's expert consultants will help you translate the group summary report into a tailored learning program for your organization or department. Through consultation with ESI's experts, additional

mentorship or professional growth opportunities may also be identified.

The reports can also be used as a tool for determining which open enrollment classes may be most suitable for individuals.

Evaluate the needs of your team members with BAAppraise® before delving into an extensive learning or developmental program. Ensure your professional development dollars go towards learning activities that you know your organization needs.

For more information about the BAAppraise® or how to bring this to assessment tool to your organization, visit www.esi-intl.com/assessments or call +1 (877) 766-3337.

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Your organization's business analysts are made up of a wide variety of team members who bring varying skill sets to the table. Knowing each person's grasp of standard business analysis methods, tools and techniques will give you a clear picture of potential training needs. With ESI's BAAppraise: A Knowledge Appraisal®, you can evaluate your employees' business analysis training needs and then select the professional development program that will yield the highest return for your training budget.

