TALEGENT.

International
Product
Portfolio

2024

Contents

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What is Talegent?

Talegent provides analytically informed and bias-free solutions for identifying the best talent by leveraging an engaging candidate experience which optimises your existing talent pool.

Who are Talegent?

Talegent was founded by long-time industry veterans to bring about the needed innovation that was lacking from traditional assessment providers. To do it, we have created a new kind of talent measurement company optimised to meet the unique challenges of hiring in the digital age and leverage next-generation mobile and tablet technologies.

Talegent is improving the effectiveness of traditional assessment with best-in-class predictive analytics tools together with an enhanced candidate experience. This streamlines the application process and provides recruiters and candidates with feedback while still maintaining psychometric validity.

Starting by mapping your candidate journey, we deliver creative solutions for predicting human performance by combining the latest psychometric science, data analytics, technology, and design to maximise engagement, predict & optimise your employer brand.

Why Measure Talent?

Companies succeed or fail based on the effectiveness of their people. People are a company's most expensive investment, its biggest risk and greatest opportunity to achieve sustainable competitive advantage.

With proven testing methodologies Talegent has a comprehensive range of predictive measures to help you efficiently perform pre-employment screening, selection and post-hire employee development with better results.

Talegent provides:

- Fast and effective talent measurement solutions.

- A platform that fully integrates with your applicant tracking system, partnering with 20+ vendors.

- A portfolio of over 300 personality, ability, and skills assessments to accurately predict job performance and cultural fit.

- Over 30 industry and job-specific talent measurement solutions, from entry-level to senior executive.

- High volume screening and selection solutions.

- A universal competency language with job-specific solutions.

- A faster and more engaging candidate experience that is intuitive and practical.

- A branded and customised solutions that rapidly evolves to meet changing needs.

- Gamified and highly engaging screening experiences to maximise company branding and positioning.

> " After installing the Talegent assessments for our CSR, there was measurable improvements in the success of training and the quality of hires, especially in the leadership positions.
>
> **Commonwealth**Bank

> " Everything about the experience of dealing with Talegent has been exceptional... I would have no hesitation recommending Talegent's services and products.
>
> GrainCorp

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What is Talegent?

Delivering Predictive Talent Analytics

All the solutions we offer are based on objective, scientifically, and statistically proven psychometric measures fully supported with your big data. We provide predictive accuracy linked to successful business outcomes by being faster and smarter in measuring, analysing and accurately predicting performance.

Leveraging big data to predict performance for specific job families

Our talent assessment platform is pre-configured for specific job families. These solutions are customised to include industry-specific assessments that are continuously updated leveraging big data to ensure relevancy to the latest job requirements.
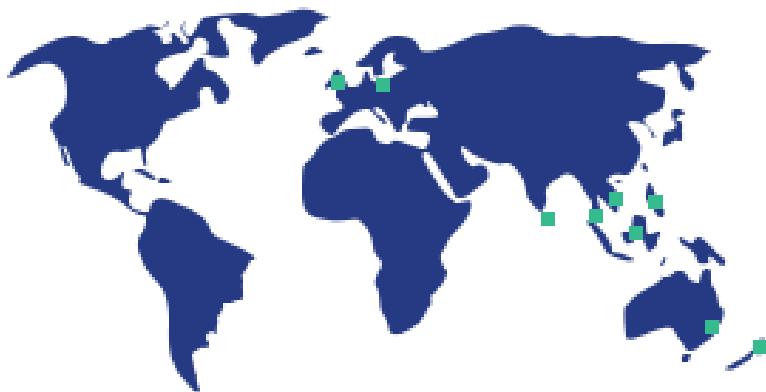
Innovative, secure and scalable platform

We have built our technology platform from scratch, which is a major advantage. Having an architecture based on the latest technology capabilities allows us to more quickly and easily customise and integrate with any recruitment platforms from social media to traditional ATS providers. Plus, our technology platform allows us to achieve scalability with no perceptible outages or downtime. Historically our platform has had over 99.8% uptime.

Global Reach

Our network of distributors and partners empowers us to provide services internationally. Working across 25 countries in 15 languages. We deliver support in partnership with local experts, backed up by a global network that provides consistency of service and a global perspective.

Talegent presence in:

Australia

Indonesia

Malaysia

New Zealand

Philippines

Poland

Sri Lanka

United Kingdom

Vietnam

> Talegent have assisted us through their products. It is helpful for the hiring managers to decide objectively.

CAMBRIDGE
UNIVERSITY PRESS

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Products

PATH

Talegent PATH brings together an ensemble of innovative personality, cognitive ability and skills tests under a single powerful and flexible system that allows you to easily configure, administer, and access results and reports.

You have the freedom to choose exactly what you need—from a single personality test or aptitude test to a complete solution

You can configure any combination within the Talegent PATH platform or choose what you want on an à la carte basis.

Personality   Values   Cognitive

PATH Personality Assessment

Comprehensive & Easily Customisable Assessment Solution

Personality

The Talegent PATH personality questionnaire provides deep insight into what motivates and drives individuals, the way they think and make decisions, how they communicate and interact with others, the type of work environment in which they perform best, and more.

It provides you with objective psychometric scores with comparisons to norm groups and key competency scores exhibited by top performers for a given role. So, whether you are considering a candidate to hire or promote, you can accurately predict their performance.

PATH Optimises Person-Job Fit:

- The most valid predictor of job specific competencies
- Identifies preferred behavioural work style and how individuals will interact with others
- Determines organisational and cultural fit
- Provides easy-to-understand, practical and actionable human intel upon which to base staffing decisions

Applications:

- **Selection Snapshot** – Thirty-two dimensions of how an individual's working style links to and predicts job performance
- **Candidate Feedback** - Following selection or development events, it is best practice to provide high quality and straight forward feedback
- **Coaching** - High quality objective data available for enhanced self-awareness & specific action planning
- **Individual Development** - Clear and concise information on strengths and development areas
- **Data Analytics** - Collect and apply individual data for company and job specific data-banks to be applied pre- and post-hire.

Comparison Groups:

- Admin/Entry Level
- Graduates
- Incumbents
- Executives
- Managers
- Professionals

Features & Benefits:

- Easy and intuitive yet powerful administrative interface - allows fast setup to create profiles specific to your job-roles and organisation
- Comprehensive and customisable – mix-and-match test modules
- Tailored to organisational and job specific competencies with your own branding and text
- Internet speed – results delivered instantaneously
- Intuitive at-a-glance reporting - Integrated suite of reports for pre- and post-hire talent measurement
- Full integration with any HR TMS/ATS
- Readily available IT & psychologist support

> " Working with a diverse range of professionals from the industry is a formidable task but recruiting the best of the best for the job is even more daunting in this day and age. Talegent has helped several Fiji companies in hiring the best talent available locally and subsequently reaping success in business at the end of the day. This is our experience ever since we started using Talegent in Fiji. "

FNU FIJI NATIONAL UNIVERSITY

> " We use Talegent for our Graduate and Intern recruitment process. The PATH Cognitive tests enable us to delve deeper into the potential of our candidates, and PATH Personality helps us to gain a picture of who they are, so we can give them the best experience at the Treasury. What's great about Talegent is the Graduate comparison group, so we know our candidates are being assessed against the right level of experience. "

TE TAI ŌHANGA
THE TREASURY

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PATH Values

Values Insights is designed for use during pre-screening and gives clients an option of using a traditional assessment framework to measure a candidate's affinity with the fifteen values that form the Talegent Values Model.

Values

Values Insights

Values Insights is designed for use during pre-screening and gives clients an option of using a traditional assessment framework to measure a candidate's affinity with the fifteen values that form the Talegent Values Model.

The assessment looks at what a person is likely to be motivated by at work. It will provide you with a detailed profile of what a candidate reports to value across a range of different clusters. The assessment highlights what a candidate considers important, allowing you to gain deeper pre-hire insights.

Assessment is approximately 20min.

Values Alignment

Values Alignment is designed for use during pre-screening and provides a focused understanding of a person's alignment with key company values. The assessment measures your values of interest in an engaging, interactive experience, with real-time feedback for candidates. The assessment is designed for use early in the recruitment process, facilitating your ability to progress candidates who demonstrate a strong values alignment with your company.

Assessment is approximately 20min.

** From Talegent PATH Validation

> We're guided by [Talegent's] results as they have predictive value into someone's performance, success, and maybe longevity in our company.

GLOBAL UNIVERSITY SYSTEMS

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PATH Cognitive Ability Tests

Cognitive

Our cognitive ability assessments measure verbal, numerical and logical reasoning — then compare those competency measurements with manager ratings of on-the-job performance in a wide range of specific areas, from problem solving and ability to complete work tasks, to overall work performance.

Provides an objective and accurate picture of the performance you can expect from a candidate relative to the specific competencies required by your organisation and/or job roles.

Logical Reasoning

The ability to pick up on trends and patterns within data and apply these to solve problems. This score should indicate how easily candidates will learn new information and integrate this with their existing knowledge, particularly regarding strategic or intangible concepts.

Numerical Reasoning

The ability to understand, apply, and make decisions based on numerical information. This score should indicate how easily candidates will understand data presented in tables and graphs.

Verbal reasoning

The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily candidates will understand relatively complex material, such as research information, reports, and correspondence.

Fault Finding

This assessment examines a person's ability to identify faults in systems. In this assessment, the candidate is presented with an input, three operators and an output. They must determine whether there is a fault in the system and if so, where the fault occurs. A person's score on this assessment should provide an indication of how well the candidate will be able to accurately locate faults in systems.

Mechanical Reasoning

The ability to understand the effects of physical forces on elements within a mechanical system. This score should indicate how well candidates will be able to comprehend relationships between mechanical elements and forces in practical situations.

Spatial Reasoning

The ability to mentally visualise shapes and rotate objects. The score provides an indication of a person's ability to handle spatial queries efficiently when navigating and communicating, combining spatial and temporal information.

Cognitive Prime

Developed through our commitment to the constant innovation and improvement of our solutions, Cognitive Prime is Talegent's first ever cognitive assessment specifically designed for operational and non-professional roles, as well as ESL candidates.

> "
> We were able to hire perfect candidates for the role because of our Online Assessments from Talegent. We were able to gauge the competency and skill set of our applicants prior hiring unlike before. Amazing!
>
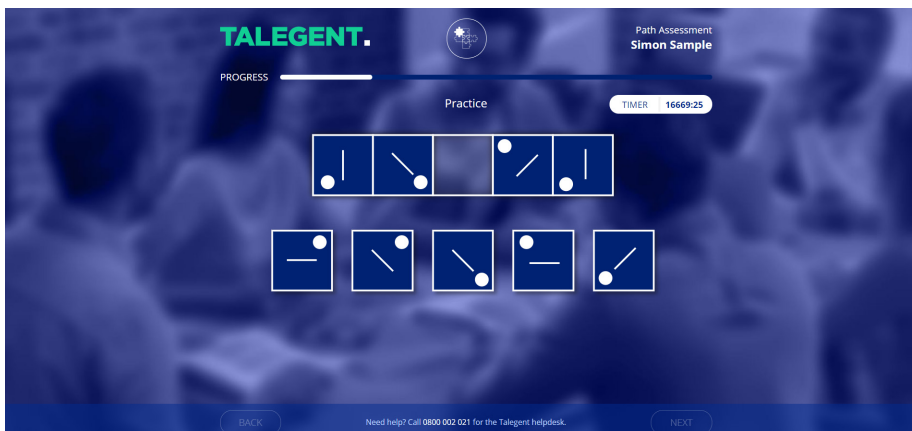> LBC Express Holdings, Inc.
> "

> "
> I have found the Talegent assessment platform to be reliable, therefore stable and consistently available. We use it to discover and get an understanding of candidates' future performance.
>
> SHARP CARTER
> "

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PATH Cognitive Ability Tests
Logical Reasoning

Cognitive

Logical reasoning is the ability to pick up on trends and patterns within data and apply these to solve problems. This score should indicate how easily candidates will learn new information and integrate this with their existing knowledge, particularly in regard to strategic or intangible concepts.

This assessment looks at a person's ability to solve problems using diagrams and requires the recognition of logical rules governing sequences. Applicable for roles where logical or analytical reasoning is required.

This data provides an indication of how well an individual is able to learn new information and integrate this with their existing knowledge together with an ability to adopt strategic ideas and intangible concepts. This assessment utilises computer adaptive testing.

Duration: 20 mins or 15 mins (Express)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

- **Engaging** - opportunity for candidates to display ability
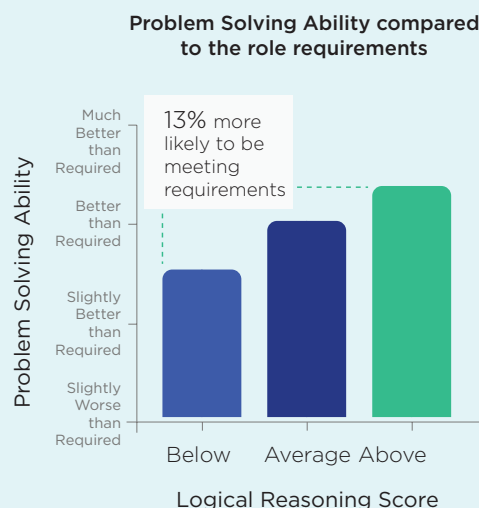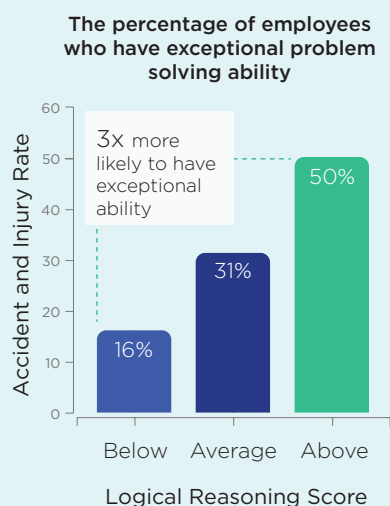- **Accessibility** - available online internationally

Access:
Secure online via your PATH account.

Report:
Cognitive and Competency Report

How do we order this product?
Contact us at clientsupport@talegent.com

The percentage of employees who have exceptional problem solving ability

3x more likely to have exceptional ability

16%   31%   50%

Accident and Injury Rate

Below   Average   Above

Logical Reasoning Score

Problem Solving Ability compared to the role requirements

13% more likely to be meeting requirements

Much Better than Required
Better than Required
Slightly Better than Required
Slightly Worse than Required

Problem Solving Ability

Below   Average Above

Logical Reasoning Score

*** From Talegent PATH Validation 2015*

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Numerical Reasoning

Cognitive

Product Sales
First quarter sales results for the six product lines that Company A distributes

$606,250 $727,500
$485,000 $242,500
$121,250 $242,500

- Business Shirts
- Jackets
- Shoes
- Pants
- Cufflinks
- Belts

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Path Assessment
Simon Sample

PROGRESS

① ② ③ ④ ⑤ ⑥

TIMER   16637:39

PRACTICE Q1: Which product line contributed the least to Company A's sales during the first quarter?

○ Shoes   ○ Cufflinks   ○ Pants   ○ Jackets   ○ Belts

BACK   Need help? Call 0800 002 021 for the Talegent helpdesk.   NEXT

Numerical reasoning is the ability to understand, apply, and make decisions based on numerical information. This score should indicate how easily candidates will understand data presented in tables and graphs.

This assessment looks at a person's ability to make well-reasoned decisions on the basis of numerical information. This assessment is suitable for all levels of roles that require numerical reasoning skills. A person's score on this assessment should provide an indication of how well they are able to understand information presented in tables, figures, and graphs. This assessment utilises computer adaptive testing.

Duration: 20 mins or 15 mins (Express)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

- **Engaging** - opportunity for candidates to display ability
- **Accessibility** - available online internationally

Access:
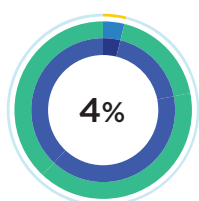Secure online via your PATH account.
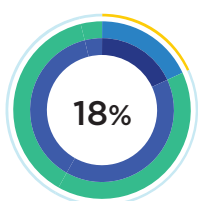
Report:
Cognitive and Competency Report

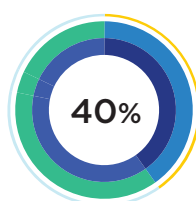**How do we order this product?**
Contact us at clientsupport@talegent.com

Percentage of employees rated by manager as having exceptional numerical reasoning ability

4%

BELOW AVERAGE

18%

AVERAGE

40%

ABOVE AVERAGE

Professionals who scored in the above average range on the PATH Numerical Reasoning Assessment were **10x more likely** to be rated by their managers as having exceptional numerical reasoning ability than those who scored in the below average range.

** From Talegent PATH Validation

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PATH Cognitive Ability Tests
Verbal Reasoning

Verbal reasoning is the ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily candidates will understand relatively complex material, such as research information, reports, and correspondence.

This assessment looks at a person's ability to make decisions based on written information. This assessment is suitable for all levels of roles that require verbal reasoning skills.

A person's score on this assessment should provide an indication of how well they are able to understand complex written arguments and make accurate decisions on the basis of that information. This assessment utilises computer adaptive testing.

Duration: 20 mins or 15 mins (Express)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

- **Engaging** - opportunity for candidates to display ability
- **Accessibility** - available online internationally

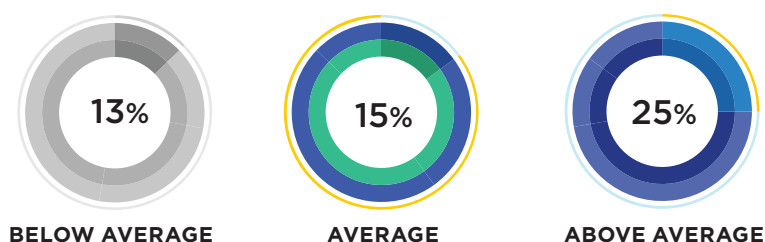**Access:**
Secure online via your PATH account.

Report:
Cognitive and Competency Report

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Contact us at clientsupport@talegent.com

Percentage of employees rated by manager as having exceptional communication skills

13% BELOW AVERAGE

15% AVERAGE

25% ABOVE AVERAGE

Professionals who scored in the above average range on the PATH Verbal Reasoning Assessment were **2x more likely** to be rated by their managers as having exceptional communication skills than those who scored in the below average range.
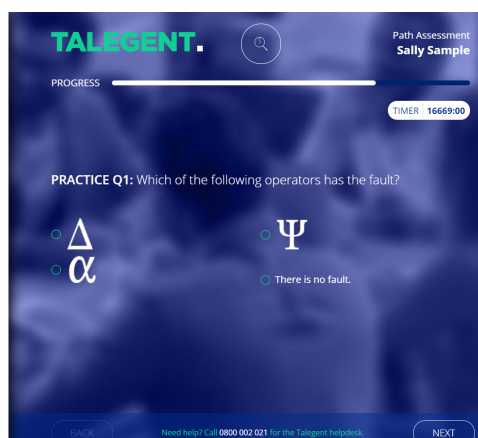
** From Talegent PATH Validation

Fault Finding

Cognitive

Input	△	☆	○
Changes **size** of **triangles** to **large**		Δ	
Changes **size** of **stars** to **large**		Ψ	
Changes **size** of **circles** to **large**		α	
Output	△	☆	○

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PROGRESS

Path Assessment
Sally Sample

TIMER 16669:00

PRACTICE Q1: Which of the following operators has the fault?

○ Δ

○ α

○ Ψ

○ There is no fault.

BACK   Need help? Call **0800 002 021** for the Talegent helpdesk.   NEXT

This assessment examines a person's ability to identify faults in systems. In this assessment, the candidate is presented with an input, three operators and an output. They must determine whether there is a fault in the system and if so, where the fault occurs. A person's score on this assessment should provide an indication of how well the candidate will be able to accurately locate faults in systems. This assessment is timed and takes approximately 25 minutes to complete.

Duration: 25 mins (approx)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

- **Engaging** - opportunity for candidates to display ability
- **Accessibility** - available online internationally

Access:
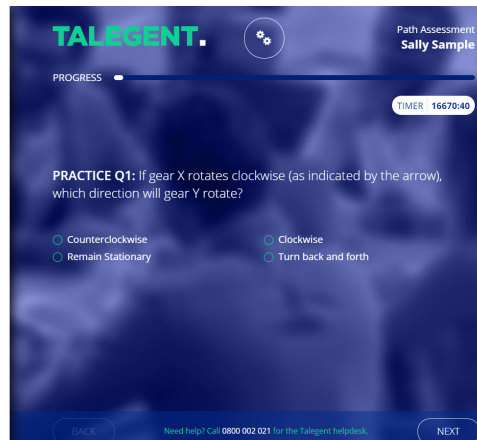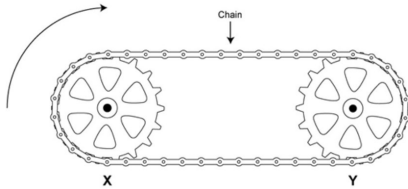Secure online via your PATH account.

Report:
Cognitive and Competency Report

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Mechanical Reasoning

Mechanical reasoning is the ability to understand the effects of physical forces on elements within a mechanical system. This score should indicate how well candidates will be able to comprehend relationships between mechanical elements and forces in practical situations.

This assessment examines a person's ability to understand mechanical systems and the effects of physical forces on elements within a system. A person's score on this assessment should provide an indication of how well the candidate will be able to perceive and understand relationships between physical forces and mechanical elements in practical situations. This assessment is timed and takes approximately 25 minutes to complete.

Cognitive

Duration: 25 mins (approx)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

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Access:
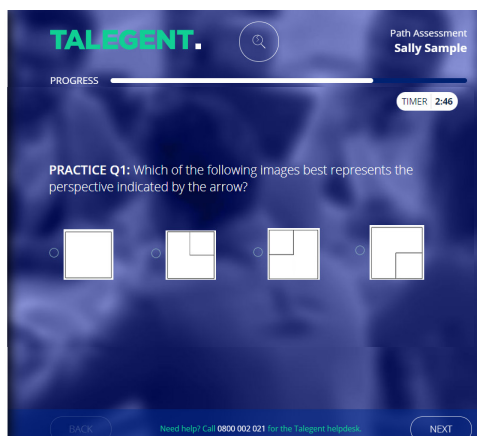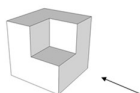Secure online via your PATH account.

Report:
Cognitive and Competency Report

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PATH Cognitive Ability Tests
Spatial Reasoning

Spatial reasoning is the ability to mentally visualise shapes and rotate objects. The score provides an indication of a person's ability to handle spatial queries efficiently when navigating and communicating, combining spatial and temporal information.

This assessment examines a person's ability to mentally visualise shapes and rotate objects. A person's score on this assessment should provide an indication of how well the candidate is able to mentally rotate two dimensional representations of three dimensional objects. This assessment is timed and takes approximately 20 minutes to complete.

Duration: 20 mins (approx)

Application:

- **Selection** - identifying reasoning ability
- **Shortlisting** - identifying the best fit candidates faster
- **Interviewing** - have ability results ready before the interview

Benefits:

- **Engaging** - opportunity for candidates to display ability
- **Accessibility** - available online internationally

Access:
Secure online via your PATH account.

Report:
Cognitive and Competency Report

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PATH Cognitive Ability Tests
Cognitive Prime

Cognitive

Developed through our commitment to the constant innovation and improvement of our solutions, Cognitive Prime will help you help you get the best candidates first.

Cognitive Prime is Talegent's first ever cognitive assessment specifically designed for operational and non-professional roles, as well as ESL candidates. It uses simplified, unambiguous English and is set at a lower difficulty than our standard/professional cognitive assessments.

Cognitive Prime is available for:

• Verbal
• Numerical
• Logical

PATH Reports

Once your candidates have gone through the assessment, you'll be able to access their results through our easy-to-use interactive reports. Specially designed to make your hiring decisions as efficient and effective as possible. Talegent currently has 10 reports available to clients. 5 of these are essential reports, available to all users, and 5 are premium reports, which are only available under some pricing packages.

Essential Reports
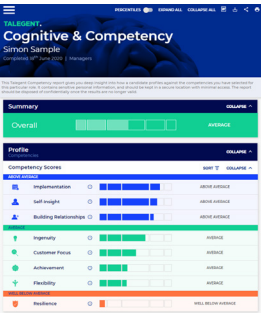
Cognitive and Competency
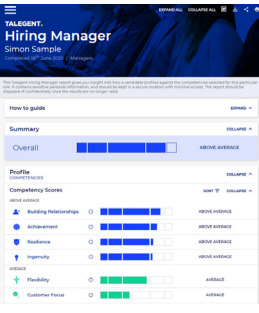
Hiring Manager

Personality
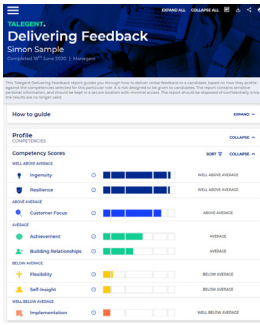
Delivering Feedback
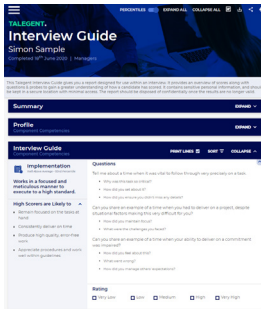
Interview Guide

Premium Reports

Development
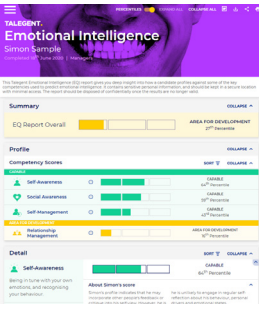
Emotional Intelligence
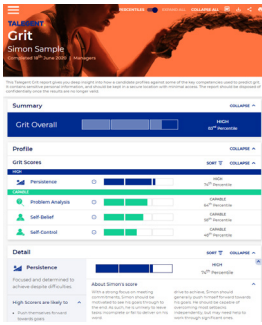
Grit
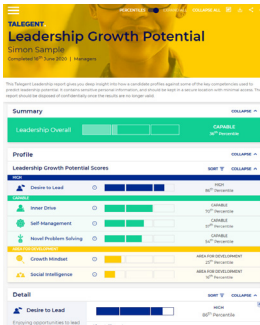
Leadership Potential

Team Types

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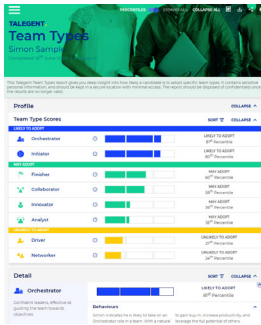
Competency & Cognitive Report
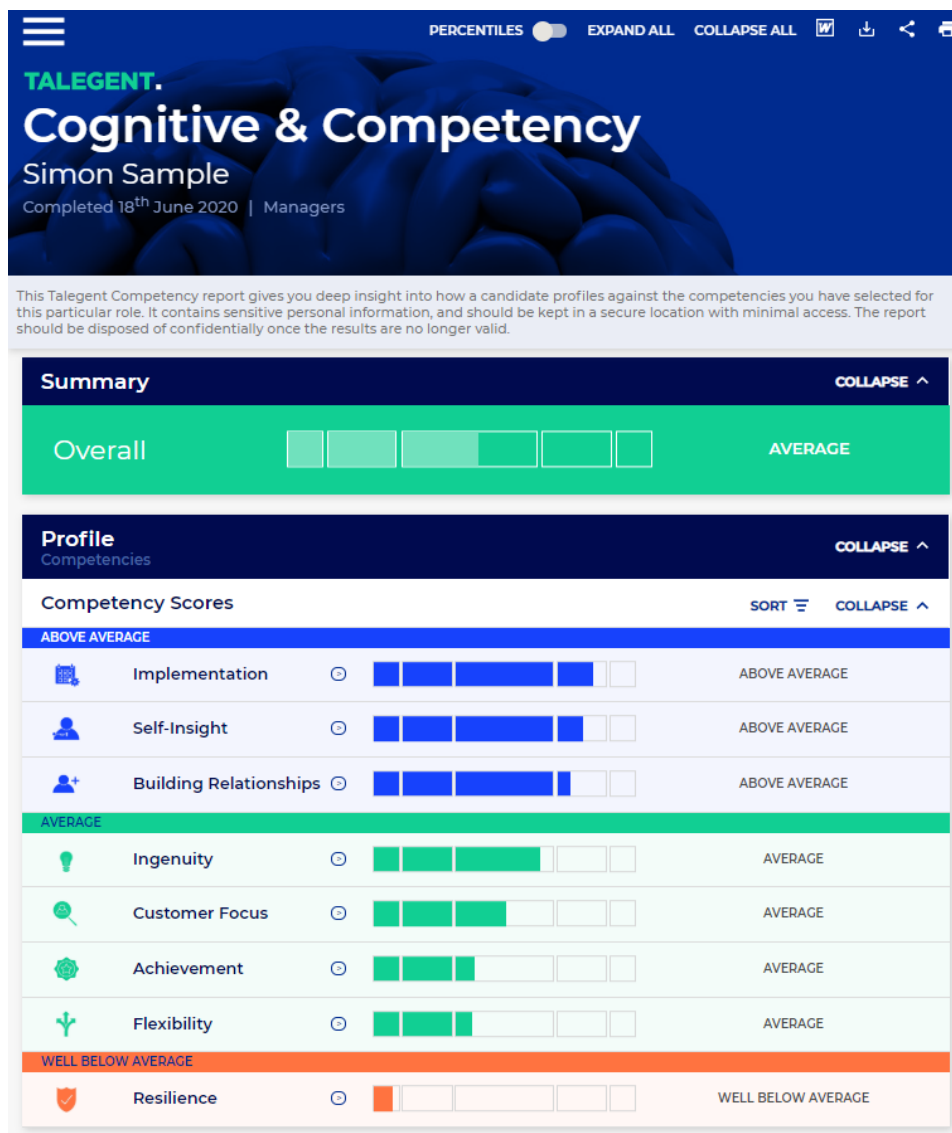
What is it?

This report is the foundational report of the PATH suite. It captures the vast majority of the information from the PATH assessments. For optimal use, select 7-8 competencies when generating this report. The report allows you to compare scores across up to 10 candidates in one report.

Requires:

- PATH Personality and/or PATH Cognitive assessments

Reports On / Factors In:

- PATH Personality*
- PATH Cognitive
- Contact Centre
- Psychomotor/Safety/HAT
- Job Families

*Note that the scale scores within each competency can be viewed by PATH trained users only.

[Talegent's] reports support our interview assessments of the candidates, which gives us good judgment in hiring candidates

FWD insurance

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Hiring Manager Report
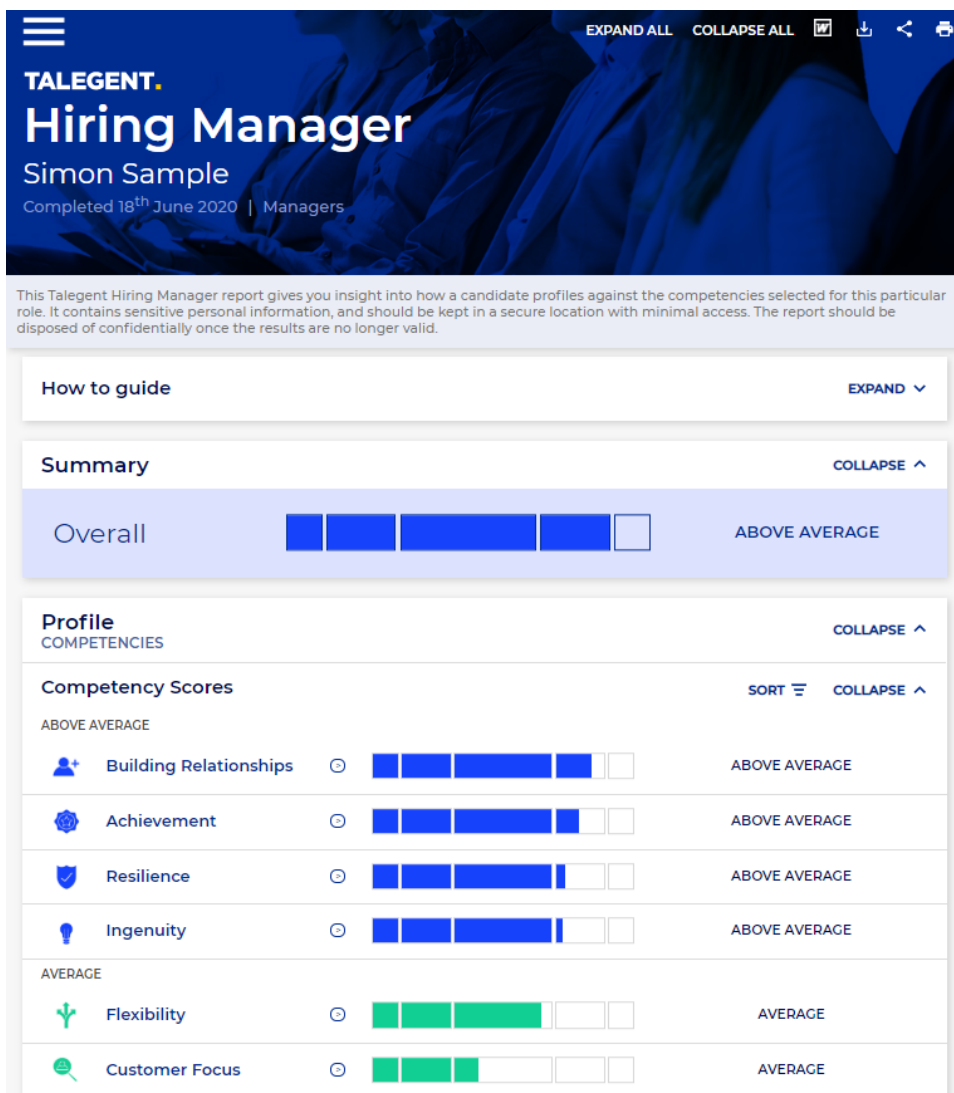
What is it?

Similar to the Cognitive & Competency report, the Hiring Manager report provides detailed information as to how a candidate profiled at the competency level. However, this information is presented in a more summarised format, without percentiles, enabling hiring managers who are not trained in psychometrics to get the most out of the data.

Requires:

- PATH Personality and/or PATH Cognitive assessments

Reports On / Factors In:
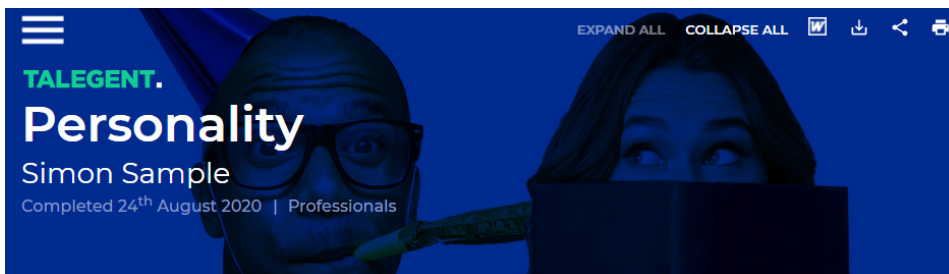
- PATH Personality
- PATH Cognitive
- Contact Centre
- Psychomotor/Safety/HAT
- Job Families

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Personality Report

What is it?

The Personality report shows a candidate's scale scores across all 32 scales, grouped into 6 clusters. This report is only available to PATH trained users, who are equipped to interpret sten scores.

Requires:

• PATH Personality only

Reports On / Factors In:

• PATH Personality
• Job Families

Delivering Feedback Report

What is it?

An alternative to the candidate feedback report, the delivering feedback report is designed to be used by HR or hiring managers to provide verbal feedback to candidates. The report guides HR or hiring managers through the feedback process, using prompts and candidate-friendly text that can be read verbatim.

Requires:

- PATH Personality and/or PATH Cognitive assessments

Reports On / Factors In:

- PATH Personality
- Job Families

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PATH Reports - Essential
Interview Guide

What is it?

This Interview Guide is designed for use within an interview. It provides an overview of candidate scores alongside questions designed to gain greater understanding of how the candidate has scored.

Requires:

- PATH Personality and/or PATH Cognitive assessments

Reports On/ Factors In:

- PATH Personality
- PATH Cognitive
- Contact Centre
- Values
- Psychomotor/ Safety/ HAT
- Job Families

Development Report

What is it?

This report gives deep insight into an individual's strengths and development areas in relation to the key competencies you have selected for the role. The Development report is designed to be used as part of your development discussions.

Requires:

- PATH Personality and/or PATH Cognitive assessments

Reports On / Factors In:

- PATH Personality
- Job Families

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Emotional Intelligence

What is it?

The EQ report shows how a candidate has profiled against the four facets of emotional intelligence:

- **Self-management**
- **Relationship management**
- **Social awareness**
- **Self-awareness**

It can be used as an add-on (enabler) when selecting candidate, or as part of talent development.

Requires:

- PATH Personality only

Reports On / Factors In:

- PATH Personality
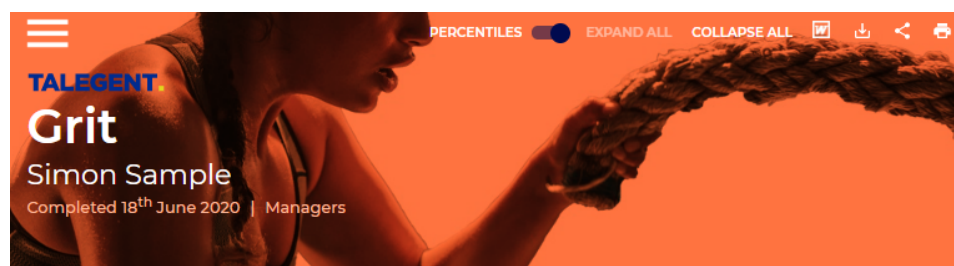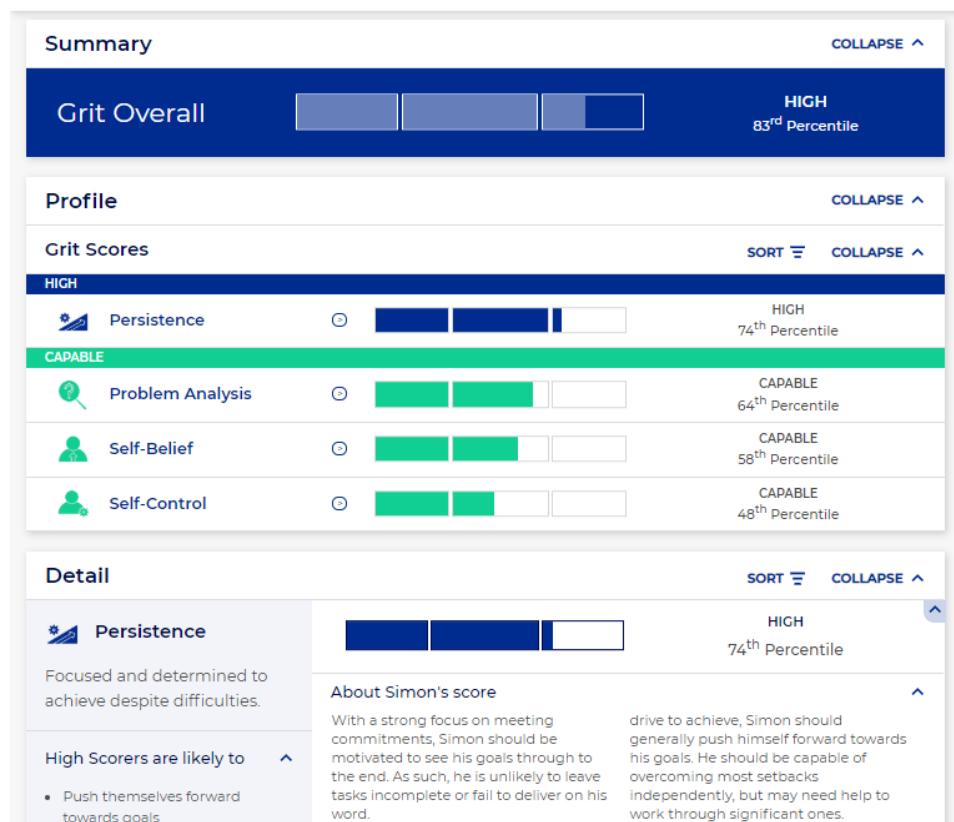
Grit Report

What is it?

The Grit report shows how a candidate has profiled against the four facets of grit:

- **Self-belief**
- **Self-control**
- **Problem analysis**
- **Persistence**

Can be used as an add-on (enabler) when selecting candidate, or as part of talent development.

Requires:

- PATH Personality only

Reports On / Factors In:

- PATH Personality

TALEGENT.

PATH Reports - Premium
Leadership Potential Report

What is it?

The Leadership report shows how a candidate has profiled against the six facets of leadership:

- **Inner drive**
- **Novel problem solving**
- **Social intelligence**
- **Growth mindset**
- **Self-management**
- **Desire to lead**

It can be used as an add-on (enabler) when selecting candidate, or as part of talent development.

*Note that to generate the competency Novel Problem Solving, you must include the logical reasoning assessment. Alternatively using only personality will still generate 5/6 competencies.

Requires:

- PATH Personality + Logical Reasoning (optional)

Reports On / Factors In:

- PATH Personality
- PATH Cognitive
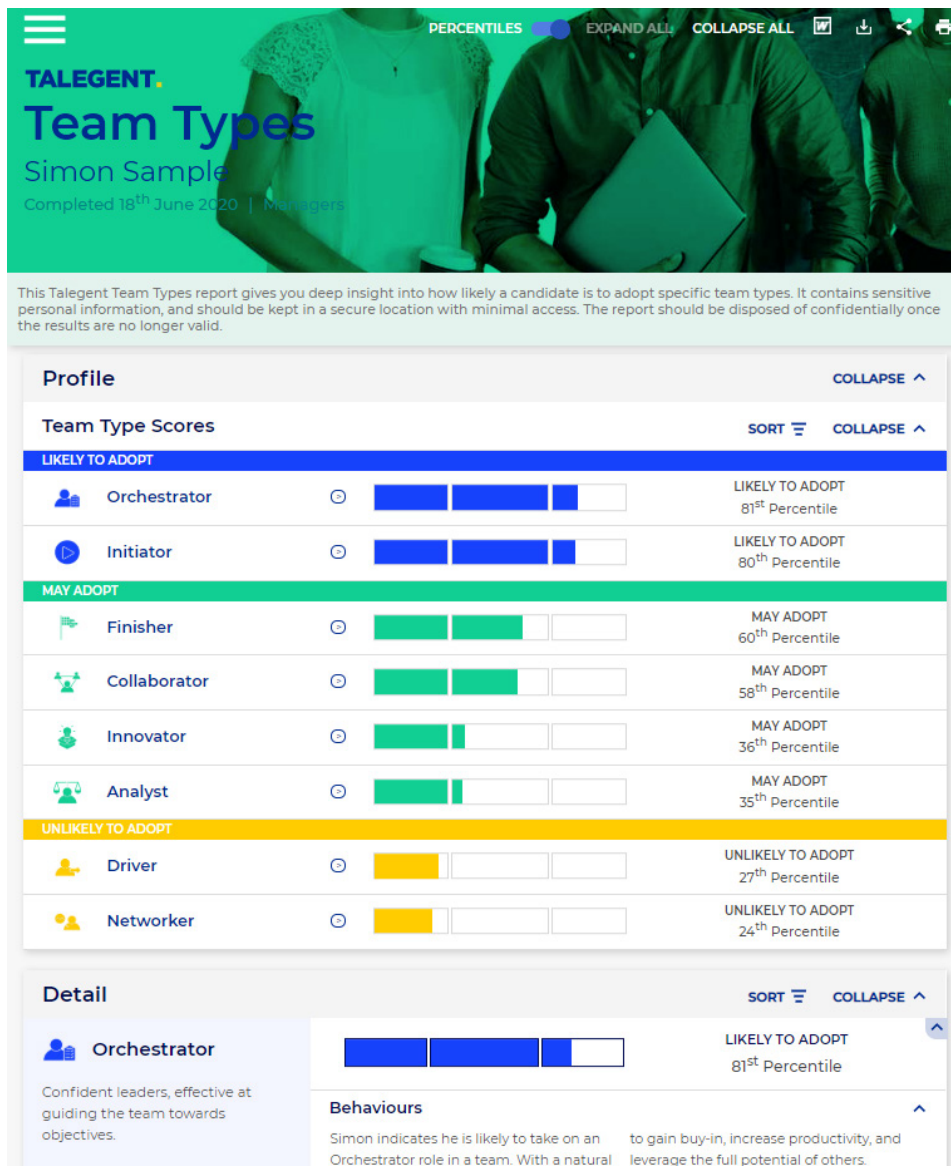
Team Types

What is it?

The Team Types report shows how likely a candidate is to adopt each role within a team and to what extent. It contains eight different team types:

- **Analyst**
- **Collaborator**
- **Driver**
- **Finisher**
- **Initiator**
- **Innovator**
- **Networker**
- **Orchestrator**

It should be interpreted in relation to the candidate's likelihood or tendency to adopt each team type.

Requires:

- PATH Personality only

Reports On / Factors In:

- PATH Personality

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Candidate Feedback Report

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Candidate Feedback

Patricia Archibold
Completed 21st November 2018

Introduction
The purpose of this report is to provide you with feedback, insight and analysis of your responses to the recent online assessment you completed. The assessment is designed to measure your work style and preference, and how you may tend to act in the workplace.

Practical

Theoretical ——————— Practical

You report a preference for dealing with practical issues, and may not enjoy engaging with theoretical ideas.

Development Tips

- Theoretical concepts can be used to deepen your understanding of situations. Instead of avoiding them, find ways to anchor a theory by applying it to real-life examples.
- Look deeper. Investigating the concepts at play will help you come up with a better solution, and prevent you from wasting time on the symptom of an underlying issue.

Meticulous

Meticulous ——————— Big Picture

You are expected to excel at working with the finer details of tasks, and should produce precise, error-free work.

Development Tips

- You will have colleagues who are less detailed than yourself. Be available to coach those who need it. Share your approach to planning and tracking deliverables.
- Examine your efficiency. Are you spending too long on less important tasks? Reflect on ways you can reduce the time you spend on things that don't contribute to the bottom line.

Collaborative

Collaborative ——————— Independent

Your responses suggest you enjoy working as a team, and are happy to help others achieve their objectives.

Development Tips

- Distribute the workload. As a naturally collaborative person, watch that you don't end up taking on the lion's share of the work. Everyone is accountable for the commitments they make to the team.
- Always project a shared team mentality, yet continue to treat people as individuals. Keep using 'we' and 'us', rather than 'me' and 'I'.

Tactical

Strategic ——————— Tactical

You come across as likely to adopt a short-term, tactical focus, and concentrate on immediate priorities.

Development Tips

- If you don't know them already, take the time to understand the company's long-term objectives. What do they mean? How can you align these with your day-to-day work?
- Delegate where possible. Free yourself of as many transactional tasks as you can so that you don't get bogged down in the detail and can spend time on strategic planning.

What is it?

The purpose of this report is to provide candidates with feedback, insight, and analysis of their responses to the assessment completed. The report is designed to pass on constructive feedback to the candidates.

- Position yourself as an employer of choice
- Reduce turnover
- Target training for development

Requires:

- PATH Personality and/or PATH Cognitive assessments

> Talegent's Branded Reports provide us with insight into how candidates perceive themselves, their capabilities and their working style. Understanding this helps us to make better informed hiring decisions by ensuring alignment of our core values.
>
> The Candidate Feedback Reports give our candidates direct, constructive, feedback that helps them develop - whether they get the job or not.
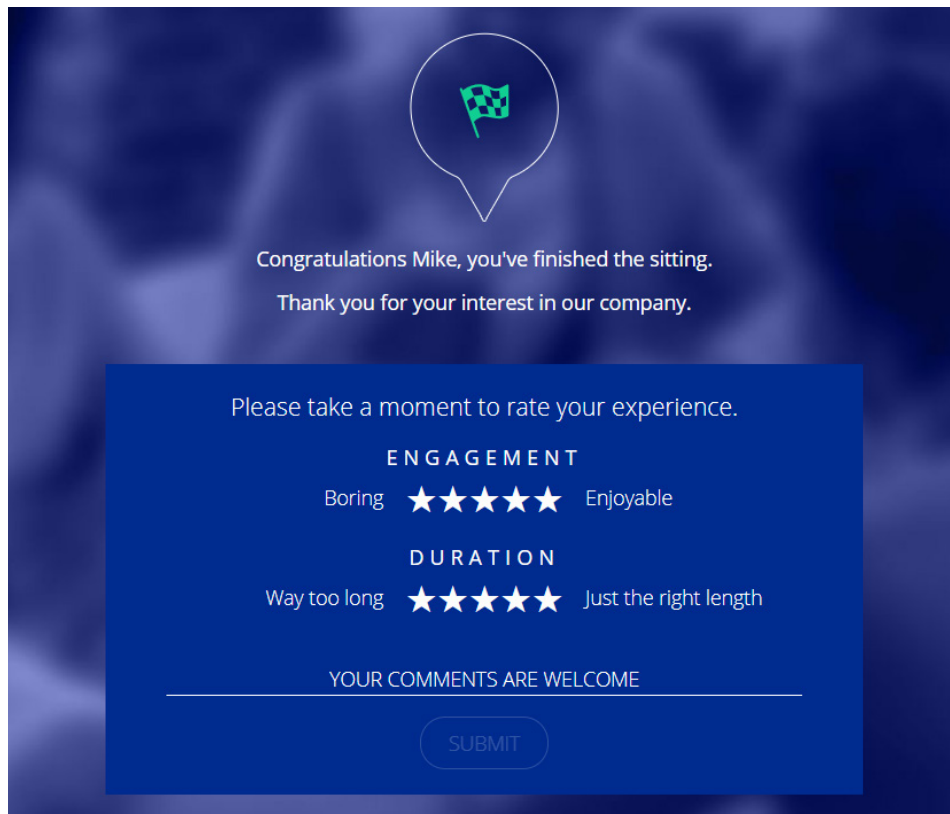
TERRA CAT

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PATH Reports
Candidate Feedback Survey

Through the addition of a candidate feedback survey at the completion of the assessment experience, you can ask your candidates optional questions. These questions can be tailored to the information you wish to illicit from your candidates – such as engagement of the assessment, usability of the technology & brand image

Our reporting of this data back to you facilitates data driven review of candidate experience, giving you the ability to continuously improve your recruitment process.

What is it?

- Tailor questions to the information you wish to illicit from your candidates
- Facilitate data driven reviews of candidate experience
- Have the ability to continuously improve your recruitment process

TALEGENT.

Video Proctoring

Automated online supervision of cognitive & skills testing

Video
Proctoring

Video Proctoring
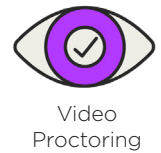
Talegent offers Video Proctoring for our traditional Cognitive Assessment & skills testing to ensure that the candidate completing the assessment is who they say they are, and candidates are completing the assessments on their own.
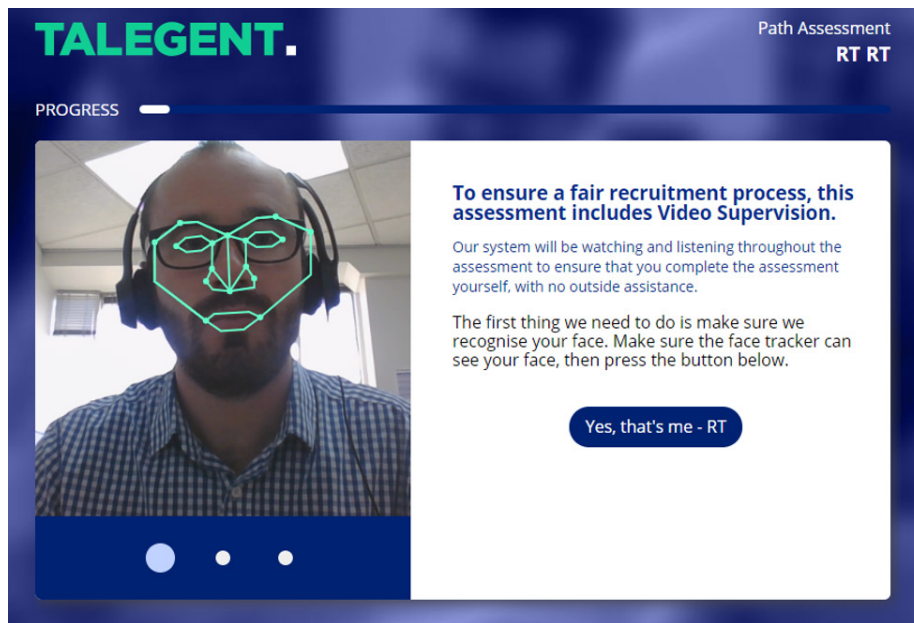
Benefits

- Decrease Cost & Time To Hire: Replace second stage validation testing and negate the need for expensive on-site testing

- Improve Results Validity: Increase confidence for recruitment team and business stakeholders.

- Identify Cheating: Remove the temptation for candidates to attempt to gain an unfair advantage with audio & video analysis

Features

- Check that no-one else is visible onscreen

- Check that video is not turned off

- Check that no other voices can be heard

- Check that audio is not turned off

- Provides screen to review automated analysis, and ensure no "false positives"

TALEGENT.
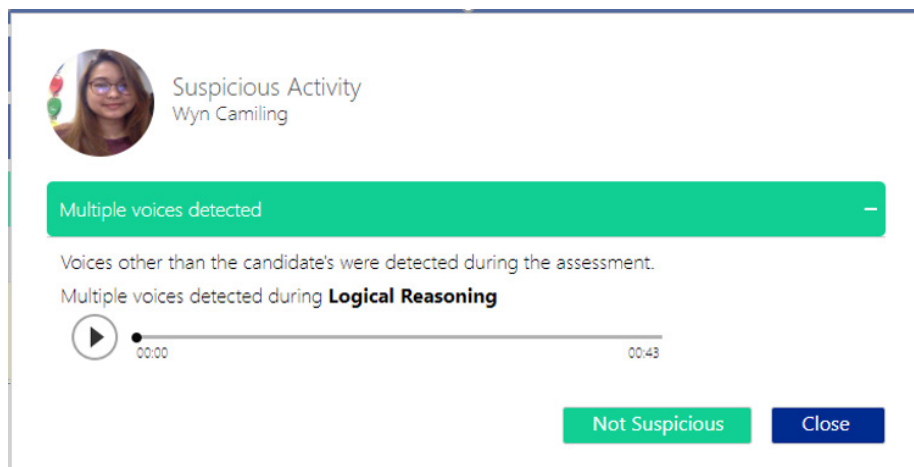
Branding Video

Create positive and humanistic experiences with videos that optimise candidate engagement.
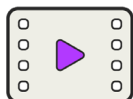
Branding
Video

Branding Video
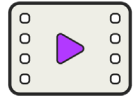
Branding
Video

A branding video provides candidates with an opportunity to self-select for the role before progressing further with the application process. It is a chance to star current employees and give a taste of what it is like to work at your workplace, while exhibiting your unique employer brand.

It allows you to showcase your values and create a realistic job preview of what the candidate can expect at your organisation. Employer branding and market positioning encourage greater candidate engagement, and minimise candidate drop-out rates.

"The typical internet user spends 88% longer on a website with video than without"

Brand Image
Present your unique culture and values directly to candidates and tell your unique story to inform and attract.

Engagement
Engage candidates by creating positive, humanistic experiences and showcasing current employees.

Retention
Reduce candidate dropout using the retention of integrated videos.

Start to Finish
Both intro and outro video options for an immersive end-to-end candidate journey.

*Statistics according to Marketing Land, Forrester Research and Demand Metric.

With three Branding Video options, you can create an **engaging introduction** to your company, conveying your **values**, **culture**, and **job previews**, to a level that suits your organisation and your candidate journey.

"

Talegent created a bespoke values assessment and branding video for Summerset that sits on our website to allow prospective candidates to self-select and apply for roles based on their fit with our organisation. It's a wonderful opportunity to showcase to future employees the reasons to come and work with us, and gives candidates feedback on their alignment with our core values which enhances their connection with Summerset. We couldn't be happier with the partnership and innovation Talegent has given us to help our brand stand out to future employees.

Summerset

"

TALEGENT.

Branding Video

https://www.youtube.com/watch?v=G6xEtdUuVbM

Lite

For the Lite Branding Video, you will have a 30-60 second video with a host standing still talking to the camera. Signed off by Talegent's Creative Director, our in-house copywriter will produce your custom script, and the in-house designer will produce your video storyboard.

With the third party, Chillbox, filming the video, you will have their Director and Videographer on site. Post-production of the video will include colour grading, sound mixing, and data management.

https://www.youtube.com/watch?v=_nSSDkHU13s&t=11s

Classic

For the Classic Branding Video, you will have a 90-120 second video with a host standing still talking to the camera. Signed off by Talegent's Creative Director, our in-house copywriter will produce your custom script, and the in-house designer will produce your video storyboard.

Before filming, there will be a preproduction meeting. With the third party, Chillbox, filming the video, you will have their Director and Videographer on site.

Post-production of the video will include colour grading, sound mixing, sound mastering, data management, and animation. Your video will also have cutaways, additional footage dispersed throughout the video.

https://www.youtube.com/watch?v=UFeTU482jPM

Immersive

For the Immersive Branding Video, you will have a ~180-second video with a host standing still talking to the camera. Signed off by Talegent's Creative Director, our in-house copywriter will produce your custom script, and the in-house designer will produce your video storyboard.

Your video can include cutaways to additional footage or animations. We will also bring in professional actors as needed.

Before filming, there will be two preproduction meetings. With the third party, Chillbox, filming the video, you will have their Director, Producer, Director of Photography, Sound Recordist, and Videographer on site.

Post-production of the video will include editing, colour grading, sound mixing, sound mastering, data management, and animation. Your candidate assessments will be woven into the final branding video – providing a unique and informative candidate experience.
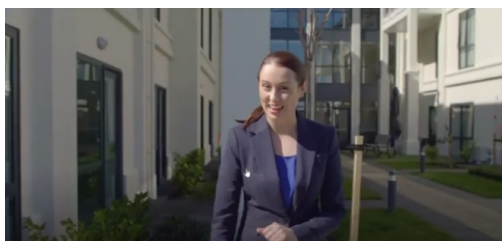
TALEGENT.

Skills Tests

From clerical, call centre, healthcare, food service and retail to accounting, IT, legal and finance, job skill requirements vary widely by position. Talegent Skills Assessments offer a data set of over 300 hands-on job skills to meet your specific needs.

Using our platform, you can quickly and easily configure your own custom candidate skills test session to screen small groups or thousands – and get back advanced reporting and analysis.

Skills Tests

Skills Tests

Please note that there are skills tests for earlier versions of many of the programs. Enquire now to see if the version you are looking for is available.
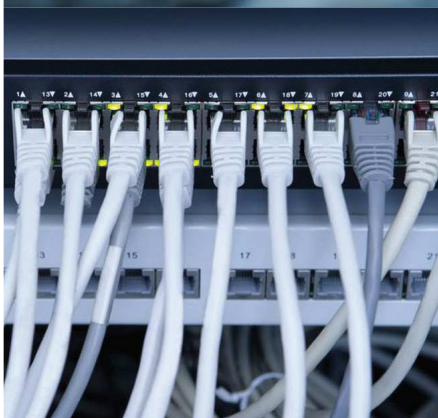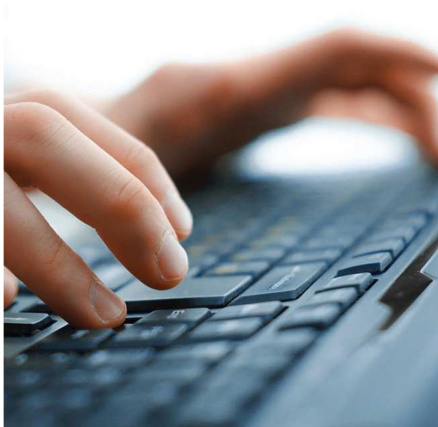
ACCOUNTING & FINANCIAL

- Debt Collection
- Financial Analysis
- Financial Accounting
- Financial Statements (US)
- Commercial Insurance (US)
- Tax Accounting (US)
- Bank Teller Skills
- Accounting and Bookkeeping Principles

APPLICATION & WEB DEVELOPMENT

- Java GUI
- C++
- C
- CoBOL
- C #
- Objective-C Programming
- Drupal 7.18
- Android 4 Programming
- Software Testing
- Programming Design Patterns
- SOA Design and Development Knowledge
- React 16.7
- Swift 4
- Quality Assurance
- Java Frameworks: Spring 5
- OOP Concepts
- RubyOnRails 5
- Cascading Style Sheet 4
- jQuery 3
- JavaScript ES9
- Angular 6
- Bootstrap 4
- C++ 17
- Node.js 12
- Active Server Pages .NET 4.7.1
- Python 3.7.4
- Joomla 3.9.4
- Android 10 Programming
- Amazon Web Services Cloud Computing Basics
- C# 8
- MS SharePoint 2019® - Administration
- Angular 8
- Git 2.31
- TypeScript 4.3
- Java Technologies: Hibernate, Spring, and Struts
- Ajax Programming
- Ajax Frameworks
- Java Frameworks: Hibernate 4
- Java Frameworks: Spring 2.5
- Java Frameworks: Struts 2
- HTML5

DATABASES & BUSINESS INTELLIGENCE

- Oracle Administration
- Oracle 10g Administration
- Oracle SQL Developer Data Modeler 3.0
- Oracle Developer
- Oracle PL/SQL
- Oracle PL/SQL 11
- Agile Management
- Docker 20.10
- Kubernetes 1.14
- ERP Development
- Jira 8.17.1
- Magento Open Source 2.4.3
- Relational Databases
- MySQL 8.0
- PostgreSQL 11.4 Programming
- SQL Server Management Studio 18.6
- Data Analytics
- AI - Basic Artificial Intelligence Knowledge
- Oracle Database 19c
- Blockchain
- MS Power BI
- Machine Learning
- R Programming (4.0.5)
- MongoDB 4.4
- Data Science
- TensorFlow 2.6

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Skills Tests

Desktop Publishing Software

- Adobe Photoshop CC 2018
- Adobe Creative Cloud CC 2021 (InDesign, Illustrator, Photoshop)
- Adobe Illustrator CC 2019
- Adobe Acrobat Pro 10
- Adobe InDesign CC 2017
- Corel WordPerfect 8.0

Education

- General Scholastic Teaching Skills
- School Food Service
- Special Education Medical Assistance
- Interpersonal Skills in a School Setting

Engineering, Industrial & Design

- Basic Electronics
- Telecommunications
- AutoCAD 2010 for General Use
- Mechanical Engineering Skills
- Electrical Engineering Skills
- Basic Industrial Math
- Basic Industrial Maths (AUS/NZ)
- Civil Engineering Skills
- Reading Rulers - English and Metric Units
- HVAC Skills
- Assembly Skills

Enterprise Resource Planning

- SAP R3 Basis

General Abilities

- Email Etiquette
- Technical Writing Skills
- Office Filing
- Data Checking
- Attention to Detail

> Talegent's assessments provide me with valuable insight into a candidate's abilities and potential.

GOAL digger
THE PEOPLE POWERHOUSE

> The Talegent suite of psychometric and skills testing are the best on the market, the superior quality speaks for itself. What is even better is the exceptional customer service, ability to tailor solutions and provide thorough training. Talegent is the only brand I trust for my clients businesses.

Bradley Recruitment
BUILDING FUTURES

TALEGENT.

Skills Tests

Please note that there are skills tests for earlier versions of many of the programs. Enquire now to see if the version you are looking for is available.
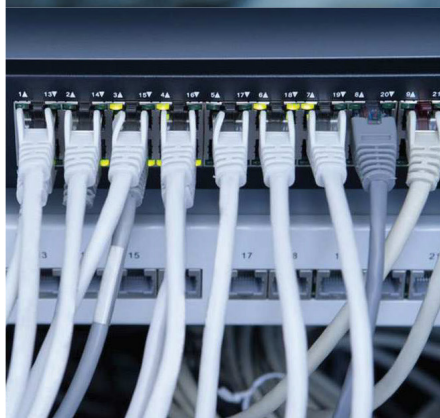
Hardware & Networking

- TCP/IP
- LAN Switching & Wireless Fundamentals
- MS Exchange Server 2016
- Electronic Discovery (eDiscovery)
- General IT Infrastructure Skills
- Microsoft Azure
- Application Security
- Mobile Device Management
- MS System Center Operations Manager (SCOM) 2019®
- Routing Fundamentals
- Networking Essentials
- PC Hardware

Healthcare

- Medical Office Administration Skills
- Medical Coding
- HIPAA - Health Insurance Coverage
- HIPAA - Privacy and Security Standards
- Medical Billing
- Medical Transcription
- Nursing Skills
- Child Care
- Medical Dosage Calculations
- Home Health Aide
- Medical Terminology
- Pharmaceutical Terminology
- Dental Terminology
- Child Care
- Medical Billing (UB-04)
- First Aid
- Registered Nursing Skills
- Infection and Prevention Control
- Phlebotomy
- ICD - 10
- Matching Simulation - Healthcare
- Customer Service - Healthcare
- Medication Decisions and Counseling
- Bloodborne Pathogens
- Epic for General Use

Hospitality Industry

- Guide and Tour Operator Skills
- Event Planning Skills
- Front Desk Skills
- Food and Beverage Serving Skills
- Room Service Management Skills
- Customer Service - Hospitality
- Cooking Skills

Human Resources

- Human Resources
- Remote Working
- Payroll (US)
- Labor Negotiations for HR and Executive Managers (US)
- Payroll (Canada)
- Interview Questions - Free Response
- Training Skills
- Sexual Harassment Policy for HR Professionals

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Skills Tests

Language & Communication

- English Spelling and Vocabulary (US)
- French Language (FR)
- English Proofreading (US)
- English Proofreading (UK)
- English Spelling and Vocabulary (UK)
- Business Communication
- English Spelling and Vocabulary
- English Language
- English Proofreading
- German Language (DE)

- Italian Language (IT)
- Portuguese Language (BR)
- Japanese Language (JP)
- French Language (CA)
- Modern Arabic Language
- Business Communication
- English To Spanish Translation
- Spanish To English Translation
- Reading Comprehension
- English to Spanish Translation (MX)
- Spanish to English Translation (MX)

Legal, Safety and Administration

- Legal Terminology (US)
- Discrimination in the Workplace
- Labor and Employment Law - California
- Labor and Employment Law - General (US)
- Environmental, Health and Safety

- Legal Terminology (Canada)
- Property Management
- Paralegal Skills (US)
- 911 Emergency Dispatcher
- Paralegal Skills (Canada)
- Custodial Skills

Management

- Leadership Skills
- Time Management
- Project Management
- Management Skills
- Team Management
- Product Management

- Remote Leadership Skills
- Project Management
- Time Management
- Business Etiquette
- Change Management
- Team Management

Microsoft Office Software

- MS Office 2000 - Excel
- MS Office 2000 - Word
- MS Office 2003 - Excel Functions
- MS Office 2010 - Excel
- MS Office 2010 - Word
- MS Office XP - Excel
- MS Office XP - Word
- MS Office 2007 - Word
- MS Office 2007 - Excel

- MS Office 2003 - Excel
- MS Office 2003 - Word
- MS Office 2010 - Excel Functions
- MS Office 2013 - Word
- MS Office 2013 - Excel
- MS Office 2013 – Excel
- MS Office 2013 – Word
- MS Office 2010 - Excel Simulation
- MS Office 2010 - Word Simulation

- MS Office 2013 - Excel Simulation
- MS Office 2013 - Word Simulation
- MS Office 2016 - Excel
- MS Office 2016 - Word
- MS Office 2019 - Excel
- MS Office 2019 - Word
- MS Project® 2019
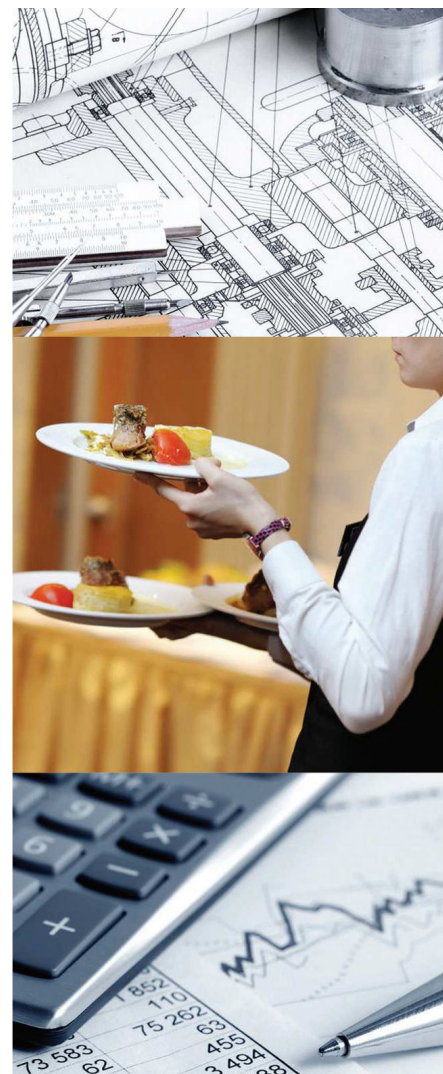
Skills Tests

Operating Systems & Internet Browsers

- System Administration for Windows and Macintosh OS
- Google Apps for General Use
- MS Windows 10 for General Use
- Google Chrome 73
- macOS 11 Big Sur for General Use
- MS Windows 10® Simulation
- MS Windows Server 2019®
- Linux
- Microsoft Edge 80 for General Use
- Internet Information Services (IIS)

Primary Work Skills

- Basic Math
- IT Industry Acronyms
- Basic Computer Knowledge for Windows
- Quantitative Analysis
- Digital Literacy Simulation

Retail

- General Retail Knowledge
- Retail Marketing Skills
- Sales Clerk Skills
- Retail Call Center
- Retail Call Center
- Customer Service - Retail
- Supply Chain Management

Sales & Marketing

- Marketing Concepts
- Sales Concepts
- Search Engine Marketing
- Social Media Marketing
- Digital Marketing
- Graphic Design Skills
- Copywriting Skills
- Search Engine Marketing

Typing

- Fill-in Form Typing
- Contact Data Entry
- Typing Contact Data Entry (Audio)
- General Typing (Audio)
- General Typing
- Alpha Numeric Typing
- Typing Business Text
- Ten Key Typing

Trade Skills

- Power Tools
- Piping and Instrumentation Diagram Basics
- Programmable Logic Controller (PLC) Programming
- Electrician Skills (US)
- GMP (Good Manufacturing Practices)
- Gas, Liquid and Weight Measurements
- Diesel Mechanic Knowledge
- MicroStation V8 for General Use
- Plumbing Skills
- Reading Micrometers and Calipers
- CNC Skills
- Forklift Skills
- Mechanical Aptitude
- Reading Micrometres and Callipers
- Automotive Mechanic Knowledge
- AutoCAD 2019 for General Use
- Carpentry Skills
- Blueprint Reading
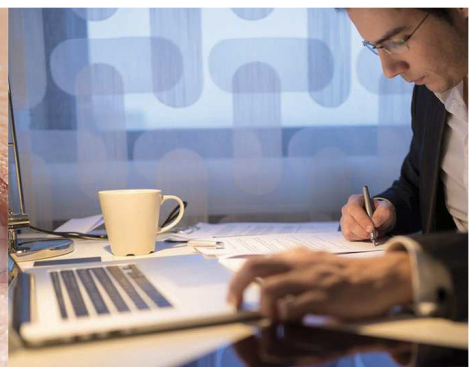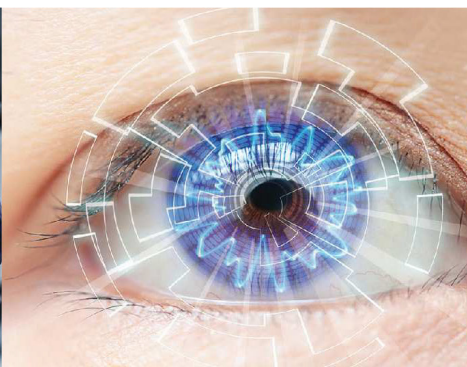
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Gamify Suite

Talegent's Gamify Suite contains the first-ever realistic gamified simulation assessment that is directly relevant to your company and the roles you are looking to fill.

Gamification

Gamify Suite

Gamification

With our Gamify suite, you can excite, engage and hire candidates - understanding their quality whilst driving high completion rates with an engaging experience. You can create a top-quality digital experience with gamified elements in a professional platform. Using sound psychometric science, it allows you to screen based on key competencies including Learning Agility, Verbal Reasoning, Logical Reasoning and Numerical Reasoning

Now you can differentiate your company like never before by offering candidates an experience that is not only engaging but also allows you to communicate your unique brand and culture.

Talegent allows you to assess candidates under virtual job conditions with realistic game-based assessments. Offering proven predictive accuracy and a more immersive and engaging candidate experience than traditional assessments, this new technology is a great way to differentiate and enhance your employer brand.

We work with you to create custom scenarios that are directly relevant to your business and best meet your needs. For example, a leading professional services firm came to us for a gamified assessment that could screen candidates and allow them to experience the firm's unique corporate culture. We developed a virtual day-on-the-job that presents candidates with logic-based challenges based on real life client assignments.

DROPOUT RATES

13.9%

1.2%

Immersify   Traditional
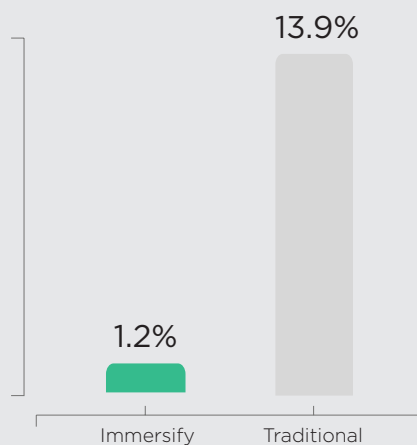
Has lower dropout rates than traditional assessments
Dropout rate and candidate feedback indicate a higher level of engagement than is typical for traditional assessments.

*** From Talegent Gamify Whitepaper 2016*

Benefits
- With a 99% Immersify completion rate, more high-quality candidates will be completing your assessments
- Differentiate your company by offering candidates an engaging experience that allows you to communicate your unique brand and culture
- The only available assessment that directly measures Learning Agility.
- Promote diversity and inclusion through the experience with features such as colour-blind mode
- Uses Machine-Learning to identify cheating
- Measure key competencies with the same degree of reliability and validity as traditional assessments
- No upfront build fees

> " Talegent has really brought this idea to life... identifying the job-relevant competencies that are tested via a gamified experience.
>
> **Deloitte.**

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Gamify Suite

Gamification
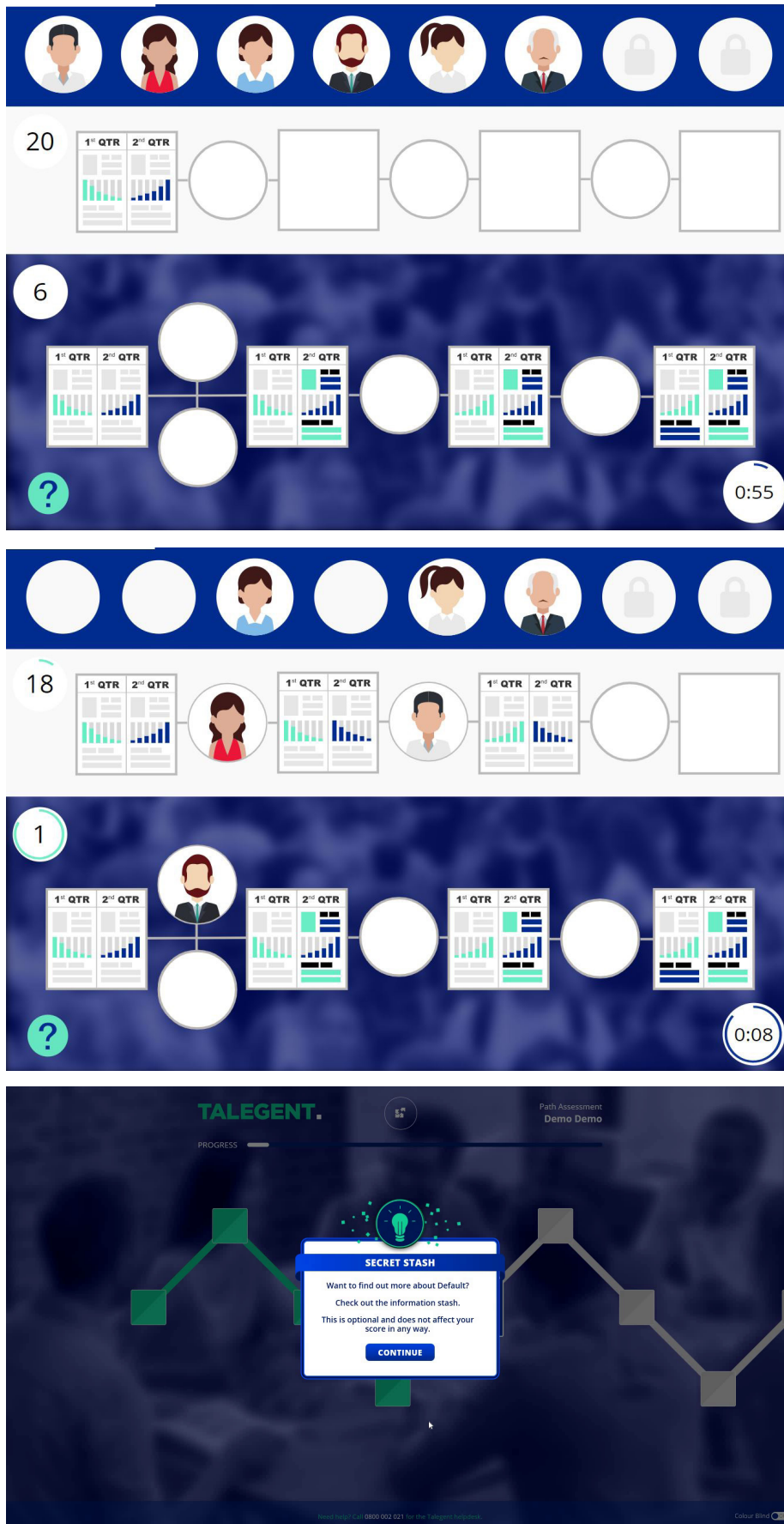
Learning Agility

Defined as the ability to learn from experiences and to apply that learning to new and different situations, learning agility determines the speed at which one learns. It has shown remarkable momentum in management research with some suggesting that learning agility is a stronger predictor of future success than even previous performance. Unlike traditional assessments, Immersify allows candidates the opportunity to experiment and learn, providing a better opportunity to measure Learning Agility than is possible with static tests.

What is the consistency check in Gamify assessments?

With our Gamify suite, you can identify candidates who have gained an advantage through Machine Learning and are 'faking-good'. We look at any operators that are placed without any experimentation. The system then identifies the probability of placing these at chance, if this is significantly greater than chance then it is flagged.

For example, if it is the last operator left is then correctly placed, this would not be flagged, however if the candidate correctly places an operator when they have 6 choices, without experimentation this is flagged.

This is then combined across all the gamify scenarios to identify if there is evidence of the candidate having previous knowledge going into the assessment.

Secret Stash

Develop your company brand and build relationships with your candidates with key company information shared within the assessments. For our Verbify, Logify, and Numerify assessments, clients with configured platforms are able to engage with their candidates with company-specific messaging 'hidden' in secret stashes throughout the assessment.

Gamify Suite

Immersify

Assess your candidates' learning agility!
This assessment looks at how quickly a candidate can learn new information, by assessing their ability to learn from experiences and apply that learning to novel situations and problems, providing insight into how quickly someone may learn a new skill based on information they are presented with.
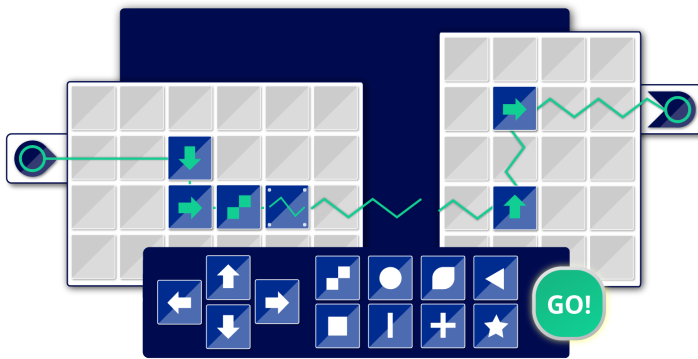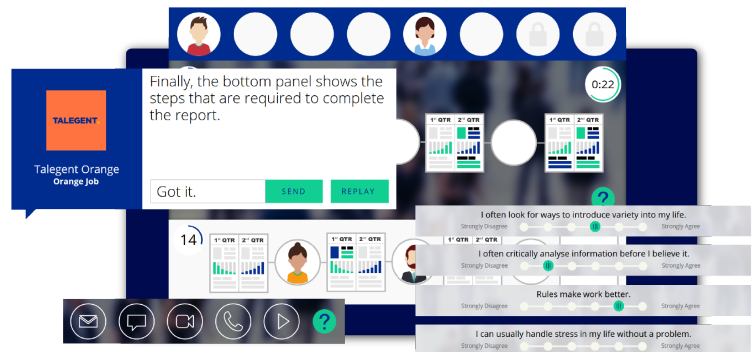
Logify

Assess your candidates' logical reasoning ability!
This assessment looks at a person's ability to solve problems using logic, providing insight into how well they can learn new information and integrate this with their existing knowledge. It should also indicate the person's capability around working with strategic ideas and intangible concepts.

Verbify

Assess your candidates' verbal reasoning ability!
This assessment looks at a person's ability to make decisions based on written information, to provide you with an indication of how well they can understand complex written arguments and make accurate decisions based on that information.
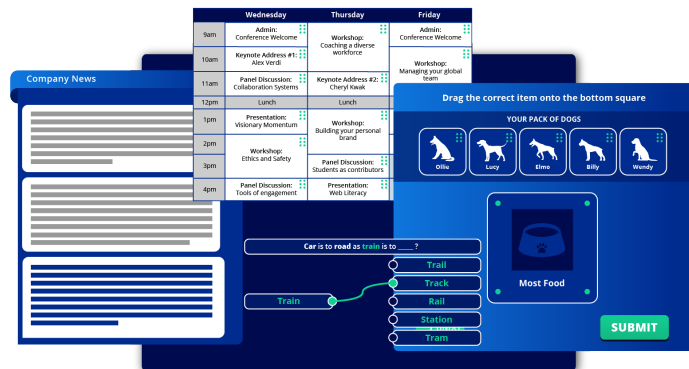
Numerify

Assess your candidates' numerical reasoning ability!
This assessment looks at a person's ability to make well-reasoned decisions based on numerical information, giving insight into how well they can understand the information presented in tables, figures, and graphs.

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Safety

On-the-job safety cannot be predicted by assessing just reasoning skills or just behavioural factors. You must factor in both. Talegent Safety Assessment combines measures of the key intelligence competencies and emotional attributes that determine whether a candidate is a safe bet... or an accident waiting to happen.

Safety

Safety

Safety

Our safety assessment contains tests & exercises to assess abilities & competencies specifically applicable to those working in safety-critical roles, developed from extensive research on roles in which safe behaviour is key to success.

Workplace safety can be the key to your bottom line, but an unsafe employee won't only mean the difference between profit and loss, it could mean the difference between life and death.

Measure real life hazard awareness through the only scenario simulated safety assessment, developed from extensive research on roles in which safe behaviour is critical.

Hire Safer Staff

Research shows that a small number of individuals are involved in a disproportionate number of incidents. The Talegent Safety Screening Solution enables hiring of individuals with the highest zero harm attitude.

More Effective Implementation of Safety Policies

Human factors are involved in 80% of workplace accidents, many of these accidents are avoidable.

Safer Hires Save Money

The Talegent Safety Assessment can reduce days lost to injury, lessen the number of workers' compensation claims, lower your insurance premiums, plus reduce human costs and suffering for your workers.

The Safety Quotient Equation

IQ + EQ = SQ
Only Talegent combines measures of Cognitive Ability (IQ) and Emotional Intelligence (EQ) to accurately calculate a candidate's propensity for exhibiting safe behaviour on the job.

Injury rate of Zero Harm Attitude scores
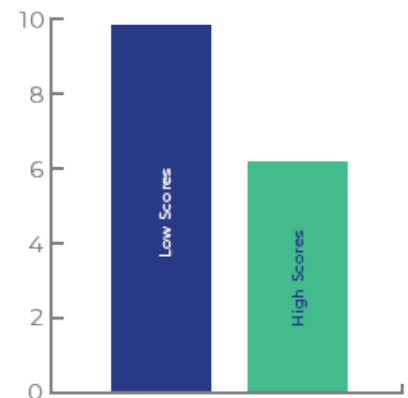
Employees with low Zero Harm Attitude Scores (bottom 3rd) have accident rates roughly twice as high as those who score in the high ranges (9.7% vs 5.9%) and are involved in approximately 40% more accidents

Percentage of injuries from zero Harm Attitude scores
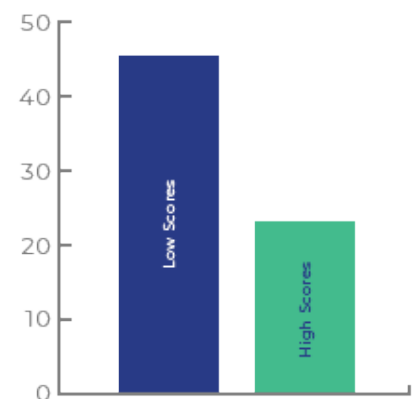
Looking at those who are involved in accidents we see that 44% of accidents involved employees who have low Zero Harm Attitude scores versus only 21% for those with high scores.

Source: Talegent Safety Validation Study (n=1800)

TALEGENT.

Safety

Competencies Measured:

- **Compliance**
  The tendency to appreciate and diligently follow rules and set procedures.

- **Stress Resilience**
  The tendency to stay calm and composed under pressure in stressful situations.

- **Reliability**
  The tendency to be responsible and dependable at work and follow through with commitments.

- **Risk Consciousness**
  The tendency to be cautious and vigilant of hazards and avoid taking risks.

- **Understanding Instructions**
  The ability to understand safety instructions, processes & procedures.

- **Zero Harm Attitude**
  The tendency to take responsibility for the safety of oneself and others.

Candidates for a major Construction Company with zero harm attitude are three times more likely to be safe in their work.

- Low Scorers
- Moderate Scorers
- High Scorers

Percentage of individuals with high safety aptitude

56% less likely to have an accident

- 48% (High Scorers)
- 55% (Low Scorers)
- 75% (Moderate Scorers)

Individuals who are more compliant and composed are 125% more likely to be "safe"

2.0x difference

- 31% (High Scorers)
- 46% (Low Scorers)
- 65% (Moderate Scorers)

** From Talegent PATH Validation 2015

TALEGENT.

Psychomotor Assessment

Hiring the right people for jobs that require operating transportation vehicles or machinery is even more critical than it is for office jobs—because wrong decisions can turn out to be fatal.

Psychomotor
Skills

Psychomotor Assessment

Psychomotor
Skills

Talegent offers a comprehensive psychomotor testing solution to accurately predict performance for roles that require operating transportation vehicles or machinery. It measures not just psychomotor abilities, but also cognitive competencies that affect psychomotor performance. And like all Talegent assessments, results can be easily integrated, managed and tracked through your Talent Management System (TMS).

The Talegent Psychomotor Test Unit
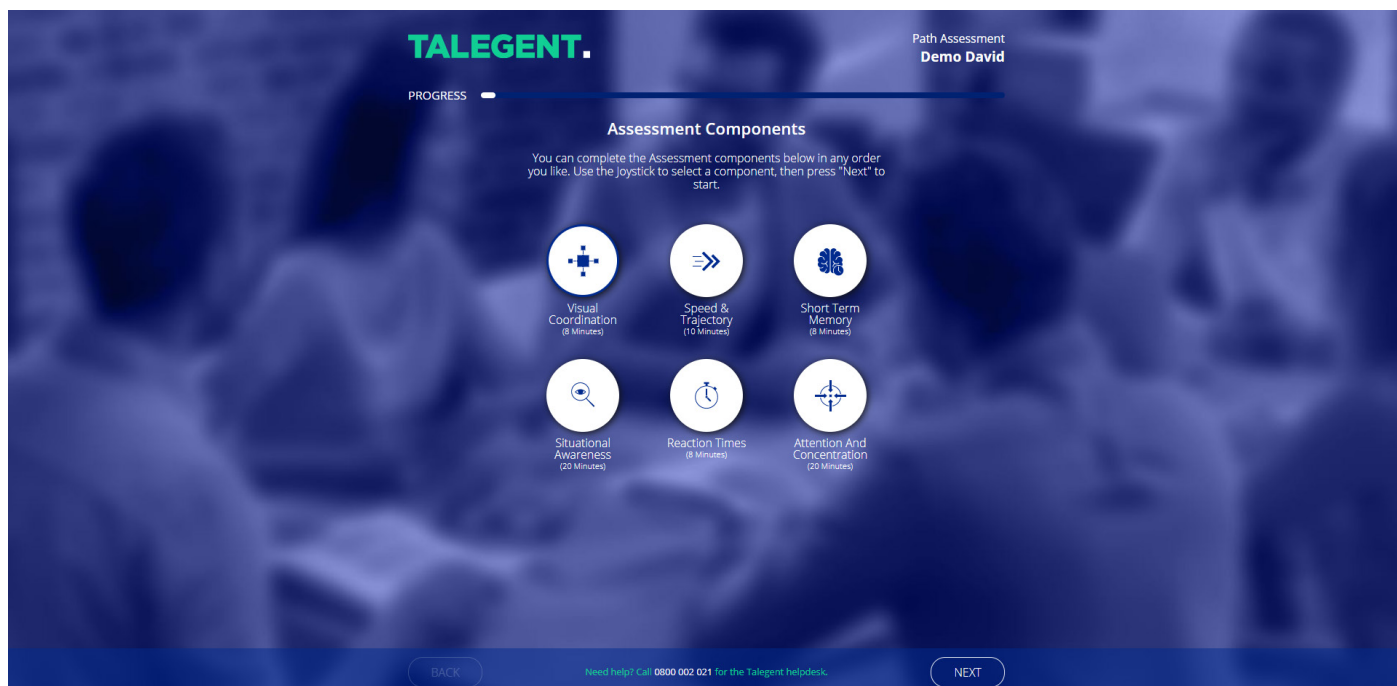
A client came to us because the psychomotor unit they were using was big and bulky, extremely expensive and the only one available. Because of its cost, they had to ship the unit between their various locations.

They asked us if we could come up with a better solution. We designed our psychomotor test unit to be easily portable, highly accurate, and automatically capture results data for integration into any TMS. Plus, we made it at a cost low enough that any company could afford to place them with all their locations—no more need for shipping back and forth.

TALEGENT.

Psychomotor Assessment
Reaction Times & Stress Recovery

Psychomotor
Skills

The reaction time and stress recovery assessment measures a person's ability to maintain a calm and measured response to highly dynamic environments with a range of potentially competing inputs. The assessment also measures the person's ability to respond in a timely and accurate manner. Scores provide an indication of the employee's ability to respond to situations quickly and accurately and their ability to recover from stressful situations in terms of competing demands.
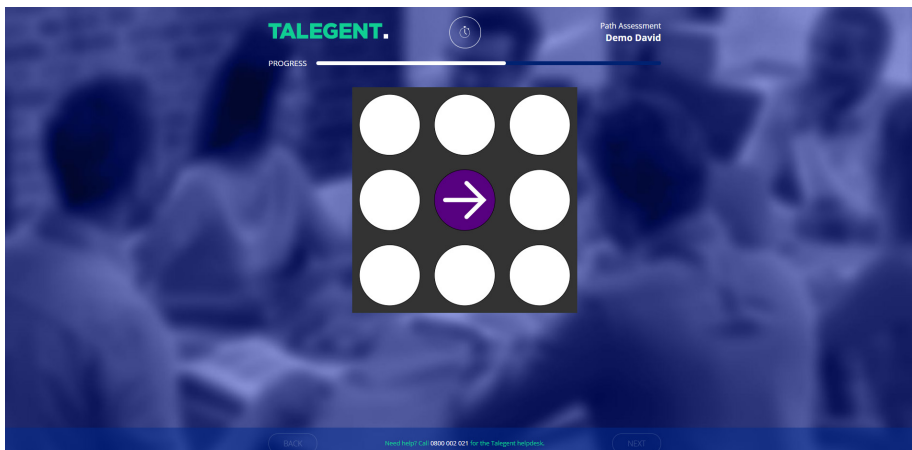
Scoring

The reaction time and stress recovery assessment provides scores of a candidate's accuracy in responding to visual and auditory presented cues as well as the speed with which the candidate responds to those cues. In addition to the standard accuracy and speed scores, the reaction time and stress recovery assessment provides a measure of how quickly the candidate recovers from their failure point. The candidate's accuracy is scored by summing the number of cues (presented visually or auditory) that the candidate responds to correctly divided by the total number of cues presented. The response speed score is the total time in seconds spent responding to visually and auditory presented cues. The stress recovery score is the number of trials required to regain 85% accuracy following the candidate's failure point (point where their response accuracy drops below 50%).The accuracy score and response time score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group.

"Near Misses" of Rail Workers who Pass vs. Fail the Reaction Time & Stress Recovery Assessment
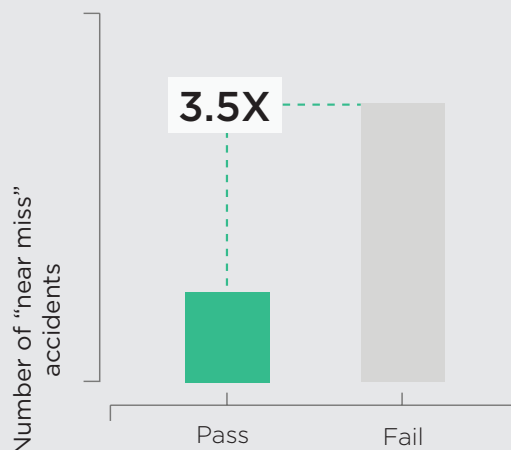
** From Talegent Psychomotor Whitepaper 2016

Psychomotor Assessment
Attention & Concentration

The attention and concentration assessment measures person's ability to concentrate, attend to, and respond to a changing stimulus for an extended period of time. Scores on this assessment provide an indication of how well employees can observe and effectively respond to safety cues and risks in a changing environment to ensure that they can demonstrate long-term safe behaviours and outcomes.
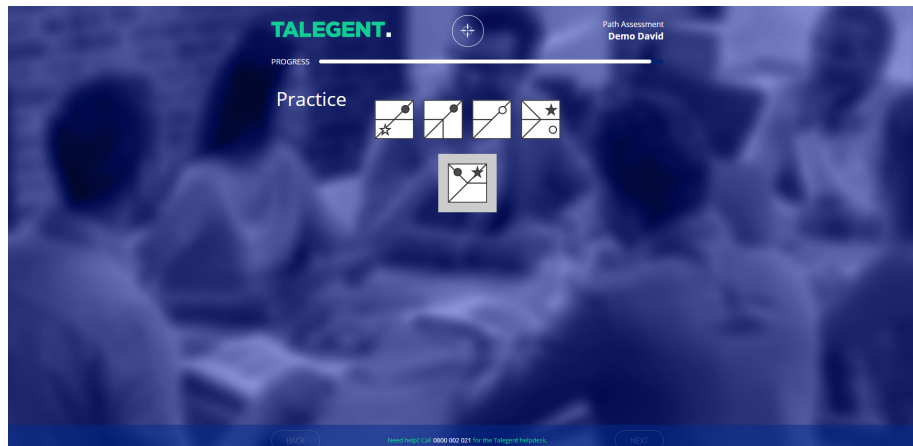
Scoring

The attention and concentration assessment provides scores of a candidate's concentration accuracy, response time, and concentration quality. The candidate's accuracy is scored by summing the numbers of correctly identified items. The candidate's concentration accuracy is scored by comparing the candidate's accuracy in the first half of the assessment to the second half of the assessment. The candidate's response time is the total amount of time in seconds spent answering items. The accuracy score and response time score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group.

Accident and Injury Rate of Rail Workers who Pass vs. Fail
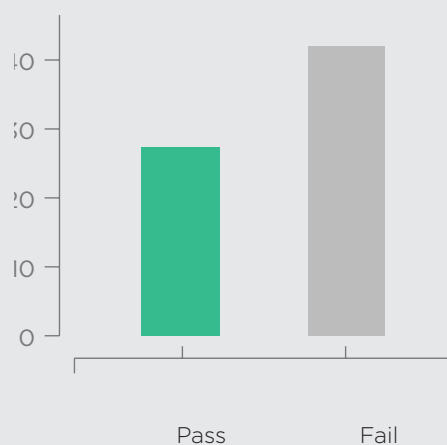
Rail workers who fail the Attention and Concentration assessment have 1.5x more accidents and injuries.

** From Talegent Psychomotor Whitepaper 2016

TALEGENT.

Psychomotor Assessment

Speed & Trajectory Judgement

The speed and trajectory judgment assessment measures a person's ability to perceive the speed and direction of a moving object and to recognize, anticipate, and accurately identify the continued movement of the object without visual cues. Scores on this assessment provide an indication of the employee's ability to perceive the speed and direction of moving objects and to make effective judgments about a dynamic environment.

Scoring

The speed and trajectory judgement assessment provides scores of a candidate's ability to estimate the location and time a moving object should pass over a line given a constant speed and trajectory. The candidate's location accuracy is scored by comparing the location where the object actually passes over the line and where the candidate estimated the object would pass over the line. The candidate's time accuracy score is the difference between when the object actually passes over the line and when the candidate estimates the object would pass over the line. The location accuracy score is measured in pixels and time accuracy score is measured in seconds. The location accuracy score and time accuracy score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group.

Visual Coordination

The visual coordination assessment measures a person's ability to guide a cursor through a complex track using a joystick, whilst also responding to visual stimuli by pressing appropriate buttons on a physical controller. Scores on this assessment provide an indication of the person's ability to convert visual data into coordinated hand movements.

Psychomotor Skills

Scoring

The visual coordination assessment provides scores of a candidate's accuracy in guiding the icon around the course, and response time to presented signals. The candidate's accuracy is scored calculating the ratio of time spent within the path verses outside the path while guiding the icon from the start of the track to the end. The candidate's response time is the amount of time in seconds spent responding to visual cues while guiding the icon through the track. The accuracy score and response time score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group.

Accident and Injury Rate of Rail Workers

2.5X more likely to have an accident
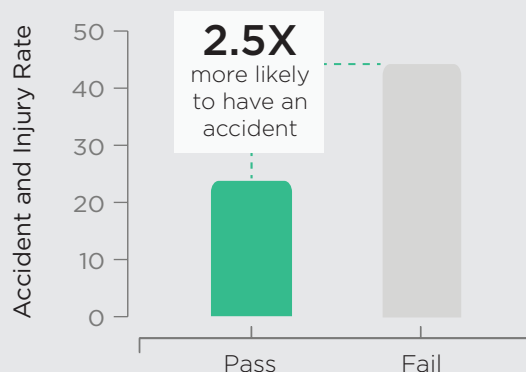
Rail workers who fail the Visual Coordination assessment have 2.5x more accidents than those who pass.

Rail workers who pass the assessment have almost half as many near miss accidents as those who fail.

** From Talegent Psychomotor Whitepaper 2016

TALEGENT.

Psychomotor Assessment
Situational Awareness

The situational awareness assessment measures a person's ability to assess an environment and make decisions about that environment accurately and quickly. Candidates observe each photo for a short period of time before being asked to indicate what they observed.

Psychomotor Skills

Scoring

The situational awareness assessment provides scores of a candidate's accuracy and response time. The candidate's accuracy is scored by summing the number of presented objects correctly identified for each item. The candidate's response time is the amount of time in seconds spent answering each item. The accuracy score and response time score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group

Accident and Injury Rate of Rail Workers who Pass vs. Fail
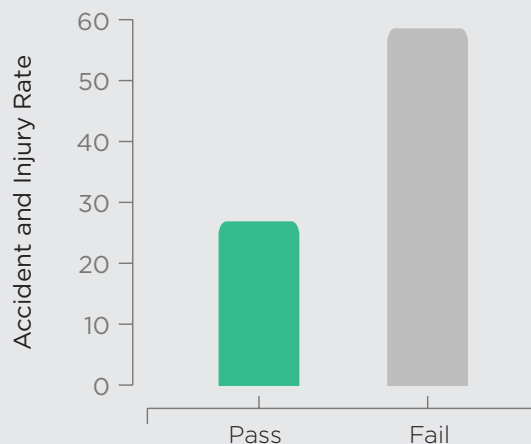
Rail workers who fail the Situational Awareness assessment have more than 3x higher rates of injuries which require medical treatment than those who pass.

** From Talegent Psychomotor Whitepaper 2016

Psychomotor Assessment
Short-term Memory

The short term memory assessment measures a person's ability to accurately and quickly assess and retain a memory of an environment and to use this to make decisions about that environment. Scores on this assessment provide an indication of how quickly and accurately a person is able to remember locations of items on a map.

Figure 7 Examples item of the short term memory assessment

Scoring

The short term memory assessment provides scores of a candidate's accuracy in placing icons in the correct place using their short term memory. The candidate's accuracy is scored calculating the difference in pixels between where they placed the icon on the map following a short delay and the correct location. The candidate's response time is the amount of time in seconds spent positioning icons. The accuracy score and response time score are combined into a weighted aggregate score with the overall pass/fail cut-off score set at the 25th percentile compared to the norm group.

TALEGENT.

Video Interviewing

Built into our existing competency-based pre-screening assessment, Talegent Video Interview Screening fully integrates into your HR applicant tracking system.

Video Interviewing

Video Interviewing
Two Way Communication

With Talegent's Video Interviewing platform, you are not only able to write your own questions but record them. To provide your candidates with more personal experience, you can film yourself asking the questions for the candidates to view.

Less work and greater time savings than other video interviewing solutions

Built into our existing competency-based pre-screening assessment, Talegent Video Interview Screening fully integrates into your HR applicant tracking system. Candidates complete your selected personality or ability test modules and the video interview together and you get the results for both together in a single step. That can save you an incredible amount of time in your recruiting process—and help you lock up the best candidates first. Assessment is a great way to narrow the funnel of candidates, but they alone can only go so far—you need to get a sense of the person. Phone screening has filled the gap, but it eats up lots of time and staff-hours to schedule, coordinate and evaluate. Plus, it's audio only, so you miss out on how candidates present themselves.

Talegent's video interview screening offers you a better solution. Built into our existing competency-based pre-screening assessment, it fully integrates into your HR applicant tracking system. Candidates complete your selected personality or ability test modules and the video interview together and you get the results for both in a single step. That can save you an incredible amount of time in your recruiting process—and help you lock in the best candidates first.

Benefits

- Fully integrates with your ATS
- Set your own questions, preparation times, and time limits
- Candidates can complete the combined competency and video interview online pre-screening test in a single sitting
- Candidates can record at any time, you can review at any time
- Video interview results are included in the overall ranked results

"... most interviews are a waste of time because 99.4% of the time is spent trying to confirm whatever impression the interviewer formed in the first ten seconds. .."

Google

"Video Screening enables you to verify communication & presentation skills prior to meeting.... We had positive client perception particularly with a large number of candidates when remembering each by name was difficult...."

SYMMETRY
HUMAN RESOURCES

Lowering up to 80% of costs, compared to in-person interviews

TALEGENT.

Digital Assessment Centre

The Talegent Digital Assessment Centre is designed to decrease the time and cost to hire while increasing the quality of hire

Digital
Assessment
Centre

Digital Assessment Centre

Talegent's Digital Assessment Centre (DAC) is a paperless and self- administered system designed to minimise human error and maintain reliable record keeping. It reduces the number of platforms required, automating and integrating various touch points. The Digital Assessment Centre (DAC) is designed to decrease the time and cost to hire while increasing the quality of hire. It does this by increasing the objectivity and scalability of the recruitment process. Talegent's DAC provides multiple views to better monitor and assess candidate performance; Recruiter View Summary, Recruiter Detailed View, Assessor View.

Digital
Assessment
Centre

Benefits

• Objective & consistent selection process
• Incorporate assessment results
• Paperless & self-administered
• Avoid human errors
• Reliable record keeping
• Positive Candidate Experience with modern tech

Business Impact KPIs

Talegent Digital Assessment Centre is designed to target the following key metrics:

• Decrease time to hire
• Decrease cost to hire
• Increase objectivity/scalability of recruitment process
• Increase quality of hire
• Decrease training time
• Decrease number of touch points
• Reduce platforms required – automate and integrate

> The administering of the Talegent Assessments is easy because of the platform's online capability.

BSWMonline

TALEGENT.

Interview Hub

The Talegent Interview hub is designed to conduct interviews with full confidence using consolidated assessment results

Interview
Hub

Interview Hub

At last, there's an all-in-one interview tool that ensures a fairer process while greatly reducing time spent on admin! Talegent's new iInterview Hub solution lets you consolidate candidate assessment results and preinterview documents with interview planning and conducting. That means no more need to manually keep track of all that data. You can schedule interviews with different hiring managers for different candidates and get access to Talegent's pool of competency based questions or create your own!Interview Hub integrates with the most popular online video call software, Zoom & Microsoft Teams, making it easy to conduct a virtual interview. The dates, times, venues and interview links are automatically sent to candidates and interviewers, making it easy for everyone involved! As an administrator, you can organise and track all of this while being able to individually view interview results and comments.

Interview Hub

Standaradise your interviews

Ensure all candidates are subject to the same set of questions and ratings no matter the interviewer, increasing consistency across the process and ensuring fairing interviewing practices.

Review and compare results

Administrators will have a centralised place to review initial screening scores and interview scores side-by-side. They can easily compare scores between candidates and delve deeper into an individual's strengths and weaknesses. Helping you reach that important final hiring decision through detailed information.

Centralise you information

All information is automatically saved and collated in one place for administrators to review, removing the admin burden of navigating around different databases and documents, saving valuable time

Easy to acess resources

We provide interviewers with everything they need to conduct the interview: date and time, venue/links specific to each candidate, files
& documents (Cover letter/Resume). You also have access to Talegent's competency-based interview questions and probes as well as rating features and the ability to take notes digitally during the interview.
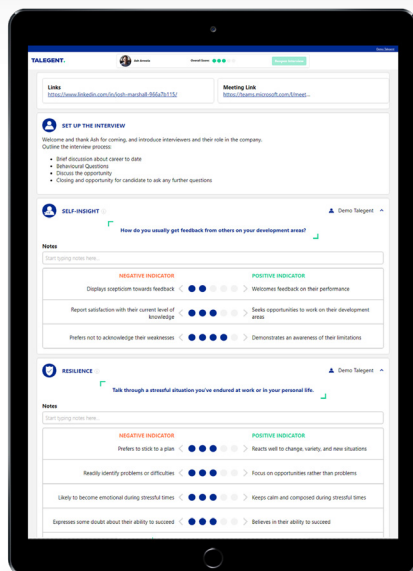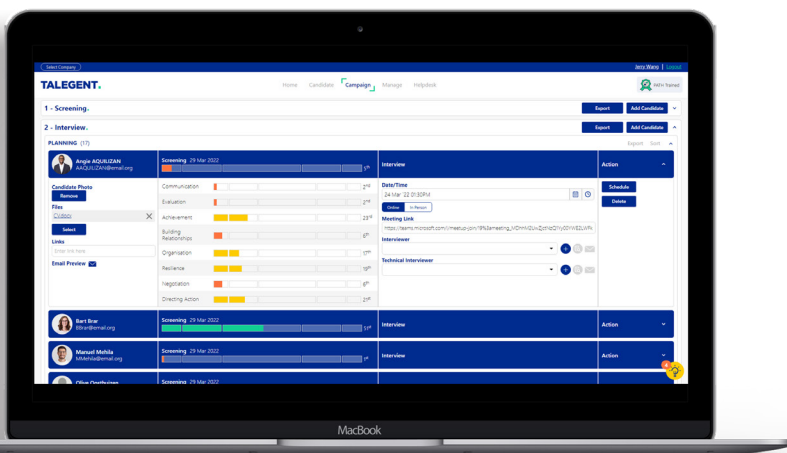
Optimised for **computers and tablets** so interviewers can set up the information and **interview on separate screens.**

66

TALEGENT.

Contact Centre Microsimulations

The Contact Centre Microsimulations is a contact screening tool which allows our client to assess candidates on key contact centre abilities

Contact Centre
Microsimulations

Contact Centre Microsimulations

Contact Centre Microsimulations is a new generation of Contact Centre screening tools which allows our clients to assess candidates on key contact centre abilities. This product consists of a range of competencies which can be mixed and matched individually to measure attributes for varying types of contact centre roles. With the client having the ability to pick and choose which microsimulation are most important for each role and pick them accordingly. This then shortens up the candidate journey to ensure candidates are engaged and minimises drop out.

Contact Centre Microsimulations
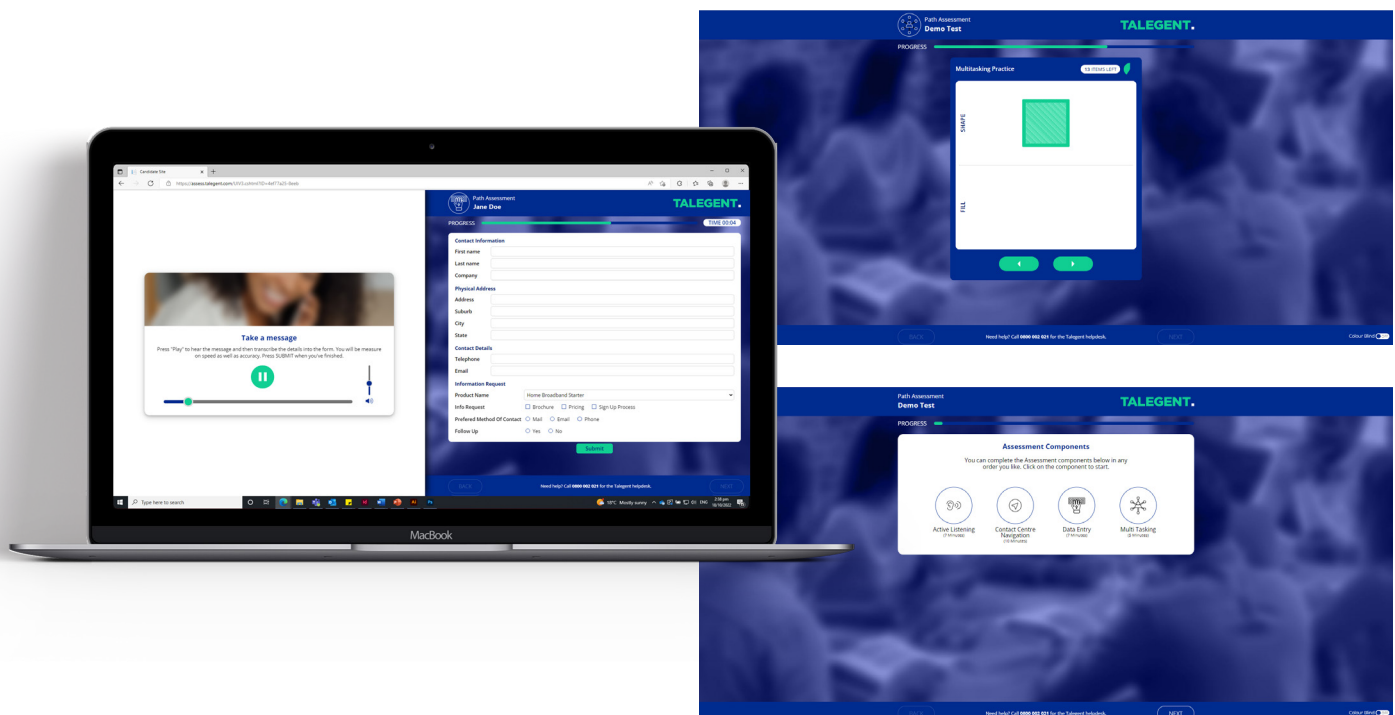
Multitasking

Assess a candidate's ability to deal with more than one task at a time. A candidate will need to switch between muliple tasks and will be scored on the overall accuracy.

Judgement

Assess how candidates would respond to different scenarios in the contact centre. They will listen to short conservations between a contact centre agent and a caller and will select an appropriate way to respond to the scenario.

Active Listening

Assess a candidates active listening skill to ensure they have the ability to fully pay attention to a customer and remember important details of the call.

Navigation

Assess a candidates ability to search databases and find the correct customer results. Candidates are assessed on how quickly and efficiently they can perform each task.

TALEGENT.

Talegent 360 Survey

The 360 Competencies Assessment offers a thorough understanding of an individual's strengths and areas for growth, as viewed by both the individual and their co-workers.

Talegent 360
Survey

Talegent 360 Survey

Talegent 360 is a performance assessment that collects feedback from multiple sources, including a worker's supervisors, peers, direct reports, and sometimes customers and suppliers. This type of evaluation provides a comprehensive view of an individual's strengths and weaknesses, and offers a well-rounded perspective on their performance in the workplace.

Talegent 360 Survey

Below is a visual representation of your ratings of your performance on each competency, with the overall rating of the other raters overlaid. This is useful as an overview of where there are similarities and differences in perceptions of performance.

Talegent 360 is a **valuable tool** for organizations looking to enhance the **performance** and **development** of their employees.

Benefits

- **Improved self-awareness:** Talegent 360 provides employees with insight into how they are perceived by others and can help to increase their self-awareness, which is key to personal and professional development.
- **Enhanced performance:** Feedback from a range of sources can help employees identify areas for improvement and provide a roadmap for developing their skills and enhancing their performance.
- **Increased motivation:** Receiving positive feedback from peers and subordinates can help to boost employees' confidence and motivation, while constructive criticism from supervisors can help to drive performance improvement.
- **Improved communication:** Talegent 360 can help foster open and honest communication between employees, supervisors, and other stakeholders, which can lead to a more positive work environment and improved collaboration.
- **Better decision-making:** With a more comprehensive view of an individual's performance, managers can make more informed decisions about promotions, transfers, and other personnel matters.

Includes

- An overview of the individual's performance in a clear and concise diagram
- A comprehensive breakdown of the individual's capabilities
- Identification of the highest and lowest rated statements, highlighting their key strengths and areas for development
- Insights into unknown strengths and weaknesses, showing where the individual's self-perception differs from others' perceptions of them
- The opportunity for additional comments and feedback.

TALEGENT.

Job Families

Job Families

Pre-configured solutions measuring job-relevant competencies based on personality and cognitive ability. We measure for 45+ Job roles in 15+ Job families
• Off-the-shelf solutions, with pre-selected competencies for simple set up
• Assess competencies that are predictive of performance, validated against industry role requirements
• Enhance your candidates experience by decreasing time, while maintaining validity, and increase completion rates
• Work with Talegent to configure solutions specific for your roles

Administration and Clerical

Executive assistants are the oil that keeps a company running by providing high level administrative support. The best executive assistants are able to expertly conduct research, prepare statistical reports, handle information requests, and perform clerical functions.

Blue Collar

Hazard Awareness is a measure of a candidate's awareness of safety hazards. Hazard Awareness can be used when assessing job applicants for work which have a safety component, or when assessing employees for safety training.

Contact Centre

This assessment will allow you to select top performing managers, with strong leadership abilities, along with a high level of customer focus, business acumen and composure. Contact centres are vital for ensuring effective customer service and driving sales.

Education

Teacher Aides, also called Teaching Assistants, work at schools and facilitate children's learning. They work with children on a one-on-one basis or sometimes in groups.

Executive and Leadership

Senior executive level assessments are designed to assess the top tier of talent at your organisation, allowing you to find those who will lead your organisation to success.

Finance

Bank tellers are considered the front line in the banking business. Not only are they relied upon to handle important customer transactions on a daily basis, they are also key to recognising and stopping fraudulent transactions, thereby protecting your business' reputation.

Graduate

The immersive, high-touch, creatively challenging, and highly engaging experience Millennial candidates expect and demand – so you can begin winning them over right from the start. Talegent totally automates and integrates candidate assessment so you can identify and decide on potential top performers faster – and get back to the best fast... before they lose patience and take another offer.

Government

Corrections Officers, also known as Prison Officers, are responsible for the monitoring and containment of prisoners in penal or rehabilitative institutions. Corrections Officers may also guard prisoners when in transit.

Hospitality

Security Guards are essential for keeping many premises safe.

Retail

A retail team is only as good as their supervisor. A first-line supervisor is the first port of call when ensuring that your retail employees are performing highly.

Healthcare

Personal Care and Home Health Aides provide healthcare support and assistance to people with disabilities, the elderly, and convalescents.

Information Technology

Software developers will develop or modify computer software and applications and will need to interpret client needs and design software to meet them.

Professional & Technical

Employers may favour the use of an in-house recruitment department, rather than outsourcing their recruitment needs to other agencies.

Sales

Good Sales Professionals will meet customer needs not only via selling, but also through identifying their needs and matching products to them.

Utilities

Maintenance and Repair Workers, also known as Maintenance Engineers and Maintenance Technicians, are responsible for performing the tasks that keep machines, mechanical equipment, or buildings in good repair.

TALEGENT.

Administration and Clerical

Administration and
Clerical

Administration and Clerical
Executive Assistant

Administration
and Clerical

Executive assistants are the oil that keeps a company running by providing high level administrative support. The best executive assistants are able to expertly conduct research, prepare statistical reports, handle information requests, and perform clerical functions.

This assessment identifies the top performing executive assistants by assessing critical abilities such as communication, achievement, resilience, customer focus, and flexibility.

Duration:
40 mins (approx)

Comparison Group:
Professionals

Group definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Competencies Measured:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

TALEGENT.

Administration and Clerical
Frontline Supervisor Office and Administrative Support

Office and administrative support workers are vital to keeping your company running smoothly, and good supervision ensures that they are able to perform their tasks with maximum efficiency. Frontline supervisors are required to supervise and coordinate the activities of clerical and administrative support workers.

This assessment identifies candidates most suited to being frontline supervisors by assessing them on the competencies of command skills, communication, resilience, flexibility, and achievement.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Competencies Measured:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

Secretary/Administrative Assistant

Administration
and Clerical

Secretaries and administrative assistants need to quickly and accurately perform a range of administrative and clerical tasks. Given the variety of tasks that a secretary or administrative assistant may be required to perform, they need skills ranging from written and oral communication skills, drive, detail focus and resilience under pressure.

Secretaries and administrative assistants are the essential right hand of any business, and their ability to do their jobs may fundamentally improve how well your executives can perform theirs.

Competencies Measured:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Duration:
30 mins (approx)

Comparison Group:
Admin/Entry Level

Group definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Blue Collar

Blue Collar

Hazard Awareness

Blue Collar

Hazard Awareness is a measure of a candidate's awareness of safety hazards. Hazard Awareness can be used when assessing job applicants for work which has a safety component, or when assessing employees for safety training.

Duration:
10 mins (approx)

Measures Competencies:

- **Hazard Awareness**
  Hazard Awareness is a measure of a candidate's awareness of safety hazards. Hazard Awareness can be used when assessing job applicants for work which have a safety component, or when assessing employees for safety training.

TALEGENT.

Maintenance and Repair Worker

Blue Collar

Maintenance and Repair Workers, also known as Maintenance Engineers and Maintenance Technicians, are responsible for performing the tasks that keep machines, mechanical equipment, or buildings in good repair.

Examples of the varied tasks that employees in these roles may perform include insulating, pipe fitting, welding, repairing electrical or mechanical equipment, carpentry, installing new equipment, and repairing buildings.

Maintenance and Repair Workers must work well with customers, be reliable and detail-focused, and follow rules and guidelines. They should also remain calm under pressure, and be capable of adapting to change quickly.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Safety Cognitive and Personality

Blue Collar

Our safety assessment contains tests & exercises to assess abilities & competencies specifically applicable to those working in safety-critical roles, developed from extensive research on roles in which safe behaviour is key to success.

Workplace safety can be the key to your bottom line, but an unsafe employee won't only mean the difference between profit and loss, it could mean the difference between life and death

Duration:
20 mins (approx)

Measures Competencies:

- **Compliant**
  This scale examines how comfortable the candidate is at following rules and procedures in the workplace. The score should indicate how concerned the candidate will be with carrying out exact instructions, even if they are under pressure from others to break or bend the rules. It should also provide an indication of how easy and enjoyable it is for the candidate to adhere to rules, and whether they prefer to be guided by rules and procedures or personal discretion and intuition.

- **Composed**
  This scale measures how calm and confident the candidate will be with their own judgement and actions during and after emergency or crisis situations. It should indicate how well they will cope with and enjoy challenging, multi-faceted situations rather than routine or low-pressure problems and situations.

- **Dependable**
  This scale examines the candidate's tendency to take care over the finer details of tasks and enjoy completing detailed work. It looks at how diligent the candidate is and whether they are likely to take the time to check things carefully. This score should also provide an indication of how concerned the candidate is likely to be with following work through to completion.

- **Risk Conscious**
  This scale looks at whether the candidate is likely to take a cautious and patient approach to work. It examines the candidate's tendency to behave in a steady, risk-averse, ordered manner, taking time over time over decisions and anticipating future needs. This scale also considers the candidate's foresight and how they feel about working at a rapid pace.

- **Understands Instructions**
  The ability to understand safety instructions, processes and procedures. High scorers are likely to understand safety information readily.

- **Zero Harm Attitude**
  This scale considers how much control the candidate feels that they have over their own safety and likelihood of an accident occurring. Candidates who believe that they have a high level of control over their safety are more likely to engage in safety conscious behaviours and avoid situations and behaviours that are likely to lead to accidents.

TALEGENT.

Blue Collar

Safety Cognitive, Personality & Hazard Awareness

Blue Collar

Measures Competencies:

- **Compliant**
  This scale examines how comfortable the candidate is at following rules and procedures in the workplace. The score should indicate how concerned the candidate will be with carrying out exact instructions, even if they are under pressure from others to break or bend the rules. It should also provide an indication of how easy and enjoyable it is for the candidate to adhere to rules, and whether they prefer to be guided by rules and procedures or personal discretion and intuition.

- **Composed**
  This scale measures how calm and confident the candidate will be with their own judgement and actions during and after emergency or crisis situations. It should indicate how well they will cope with and enjoy challenging, multi-faceted situations rather than routine or low-pressure problems and situations.

- **Dependable**
  This scale examines the candidate's tendency to take care over the finer details of tasks and enjoy completing detailed work. It looks at how diligent the candidate is and whether they are likely to take the time to check things carefully. This score should also provide an indication of how concerned the candidate is likely to be with following work through to completion.

- **Risk Conscious**
  This scale looks at whether the candidate is likely to take a cautious and patient approach to work. It examines the candidate's tendency to behave in a steady, risk-averse, ordered manner, taking time over time over decisions and anticipating future needs. This scale also considers the candidate's foresight and how they feel about working at a rapid pace.

- **Understands Instructions**
  The ability to understand safety instructions, processes and procedures. High scorers are likely to understand safety information readily.

- **Zero Harm Attitude**
  This scale considers how much control the candidate feels that they have over their own safety and likelihood of an accident occurring. Candidates who believe that they have a high level of control over their safety are more likely to engage in safety conscious behaviours and avoid situations and behaviours that are likely to lead to accidents.

Our safety assessment contains tests & exercises to assess abilities & competencies specifically applicable to those working in safety-critical roles, developed from extensive research on roles in which safe behaviour is key to success.

Workplace safety can be the key to your bottom line, but an unsafe employee won't only mean the difference between profit and loss, it could mean the difference between life and death.

Hazard Awareness is a measure of a candidate's awareness of safety hazards. Hazard Awareness can be used when assessing job applicants for work which have a safety component, or when assessing employees for safety training.

Duration:
30 mins (approx)

Security Guard

Blue Collar

Security Guards are essential for keeping many premises safe. They are required to guard, patrol, and monitor premises to prevent trespassing, theft, and/or rule-breaking. Security Guards may also be required to write up reports, answer alarms and investigate disturbances, and monitor the comings and goings of visitors, employees, and other people.

Security Guards must be organised, detail-focused and be good at working with customers. It is essential that they follow rules and guidelines carefully, and that they cope well with pressure and change at work.

Duration:
10 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

TALEGENT.

Contact Centre

Contact Centre

Contact Centre Manager

This assessment will allow you to select top performing managers, with strong leadership abilities, along with a high level of customer focus, business acumen and composure. Contact centres are vital for ensuring effective customer service and driving sales. A contact centre is only as good as its employees, and employees will only be as good as their manager.

Duration:
45 mins (approx)

Comparison Group:
Managers

Group Definition:
Those with a university background, more than two years of experience, more than two years management experience and less than two years executive experience.

Measures Competencies:

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Interpersonal Sensitivity**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Managing Talent**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

- **Strategic Vision**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Contact Centre Team Leader

Contact Centre

Good contact representatives can't perform to their full potential without a good team leader, and contact centre team leaders are the people who will ensure that your customers remain yours. In addition to supervising and managing a team of contact centre representatives, team leaders will need to be able to handle the challenging or complex calls escalated to them by their representatives.

This assessment identifies the traits possessed by top contact centre team leaders including the ability to understand information and solve problems, customer and sales focus, as well as the interpersonal sensitivity and teamwork skills required to effectively manage a team.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Customer Focus**
  Fulfills obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Managing Talent**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Problem Solving**
  Problem Solving assesses the candidate's ability to make effective decisions by utilising thorough analysis and logic, resulting in high quality recommendations. This score should provide an indication of how well the candidate will learn new information and integrate this with his/her existing knowledge.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Supervision**
  Leading, motivating, and guiding subordinates.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

- **Understanding Information**
  The ability to comprehend written information and make accurate decisions on the basis of that information. This score should provide an indication of how easily they will understand written material such as notes and company policies; and how adept they will be when it comes to communicating in writing.

TALEGENT.

TALEGENT.

Education

Education

Teacher Aide

Teacher Aides, also called Teaching Assistants, work at schools and facilitate children's learning. They work with children in a one-on-one basis or sometimes in groups. Teacher Aides often provide services to children with special needs, such as physical or mental disabilities. They are required to work closely with children, parents, and teachers.

Teacher Aides must have strong communication and interpersonal skills, coupled with a detail and achievement focused style. It is important that they follow rules and guidelines, and that they cope well with pressure and change at work.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Early Childhood Teacher

Also known as Child Care Professionals, Preschool Teachers, or Kindergarten Teachers, Early Childhood Teachers work with preschool-aged children in a variety of different situations. Child Care Professionals typically instruct these children in activities designed to promote their growth – socially, physically, and intellectually. They must establish and enforce rules for behaviour, organise and lead activities, teach basic skills, read books to the class or group, and observe and evaluate the behaviour, performance and development of the children.

To perform effectively, Early Childhood Teachers must have solid communication and critical thinking skills coupled with excellent interpersonal sensitivity and self-insight. They must be capable of following rules and guidelines and should be attentive to detail. Early Childhood Teachers must be capable of working well with others, staying calm under pressure, and adapting to change.

Duration:
50 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Executive and Leadership

Executive and
Leadership

Executive and Leadership
Senior Executive

Executive and Leadership

Senior executive level assessments are designed to assess the top tier of talent at your organisation, allowing you to find those who will lead your organisation to success. This assessment is suitable for roles including Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Chief Diversity Officer (CDO), Executive Director, Executive Vice President (EVP), Operations Vice President, President, and Vice President.

The senior executive role is heavily involved in setting strategic direction, policies, and budgets for an organisation. A senior executive needs to combine the critical business acumen, strategic agility, and critical thinking to decide strategy, and also have the interpersonal sensitivity and communication skills to ensure that strategy is successfully implemented company-wide.

Duration:
90 mins (approx)

Comparison Group:
Executives

Group Definition:
Those with more than two years of executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Commercial Acumen**
  Uses strong numerical reasoning skills and an interest in strategy to understand the wider commercial context. Looks to maximise business returns through forward planning, risk management, and attention to market changes.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Numerical Analysis**
  Is comfortable with and capable of interpreting numerical information and using this to aid in problem solving. Has a preference for using numbers and hard data when making decisions.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Strategic Vision**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

Finance

Finance

Bank Teller

Bank tellers are considered the front line in the banking business. Not only are they relied upon to handle important customer transactions on a daily basis, they are also key to recognising and stopping fraudulent transactions, thereby protecting your business' reputation.

Bank tellers need to combine resilience with the ability to actively respond to customer needs. This assessment identifies high performing bank tellers by assessing their ability to understand information as well as customer and sales focus.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
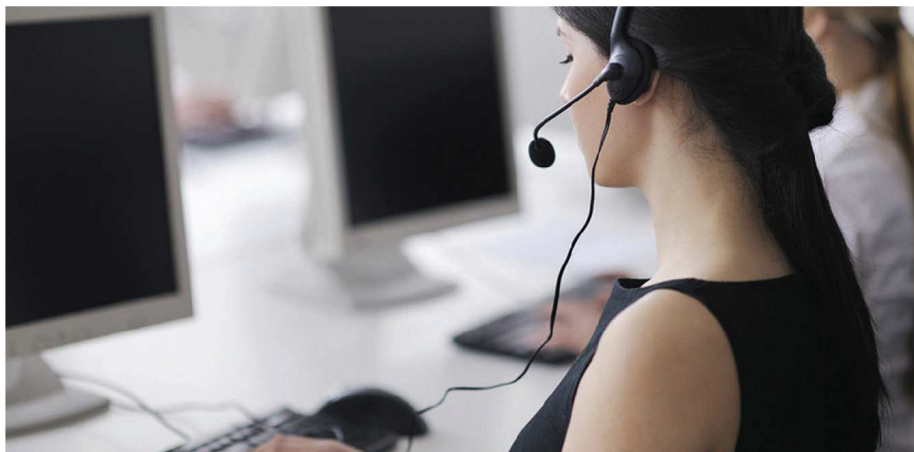Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Customer Focus**
  Fulfills obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Numerical Analysis**
  Is comfortable with and capable of interpreting numerical information and using this to aid in problem solving. Has a preference for using numbers and hard data when making decisions.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

TALEGENT.

Financial Analyst

A financial analyst will need to combine high-level mathematical and verbal ability with critical thinking and decision making. They will conduct quantitative analyses of information affecting investment programs.

Hiring the best financial analysts will ensure that the future financial security is safeguarded, while hiring the wrong ones could spell disaster.

Duration:
45 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Numerical Analysis**
  Is comfortable with and capable of interpreting numerical information and using this to aid in problem solving. Has a preference for using numbers and hard data when making decisions.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Accountant and Auditor

Finance

Auditors and accountants are the best weapons in ensuring that your company can excel financially. The very best auditors and accountants are able to investigate, interpret, and analyse accounting records in order to prepare or evaluate financial statements and advise clients.

Auditors and accountants need to have the numerical skills and achievement orientation to comprehend complicated financial data, as well as the skills to effectively communicate this information to relevant parties.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Numerical Analysis**
  Is comfortable with and capable of interpreting numerical information and using this to aid in problem solving. Has a preference for using numbers and hard data when making decisions.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Lending Specialist

Finance

Also known as Loan Specialists or Loan Officers, Lending Specialists evaluate and approve loans for real estate, commercial enterprises, or personal lending. This role includes meeting with applicants to gather information on loan requests and providing information and answering questions relating to loan applications, the types of loans and credit options that are available, and the terms of such services.

Lending Specialists require sound verbal and numerical reasoning skills, coupled with a focus on making sales and working well with customers. To succeed as a Lending Specialist, applicants must have an achievement focus, follow rules and guidelines closely, and cope well with pressure.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfills obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Numerical Reasoning**
  The ability to understand, apply, and make decisions on the basis of numerical information. This score should indicate how easily the candidate will understand data presented in tables and graphs.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Duration:
30 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Graduate

Graduate

Graduate Assessment (Analytical & Technical)

Graduate

This assessment measures a range of competencies required for graduates in Analytical & Technical roles across a variety of industries. The Analytical/Technical version focuses on Numeric & Abstract Reasoning ability (for Verbal Reasoning see the Professional version). Our grad assessment solution enables you to select the best graduate candidates faster and at less cost—and single out the top potential performers before your competitors can.

Duration:
45 mins (approx)

Comparison Group:
Graduates

Group Definition:
Those with a university degree and less than two years' experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Numerical Reasoning**
  The ability to understand, apply, and make decisions on the basis of numerical information. This score should indicate how easily the candidate will understand data presented in tables and graphs.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Graduate Assessment (Comprehensive)

This comprehensive assessment measures a range of competencies required for graduates across a variety of industries.

Our grad assessment solution enables you to select the best graduate candidates faster and at less cost—and single out the top potential performers before your competitors can.

Duration:
65 mins (approx)

Comparison Group:
Graduates

Group Definition:
Those with a university degree and less than two years' experience.

Competencies Measured (Professional Services):

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Commercial Acumen**
  Uses strong numerical reasoning skills and an interest in strategy to understand the wider commercial context. Looks to maximise business returns through forward planning, risk management, and attention to market changes.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Numerical Reasoning**
  The ability to understand, apply, and make decisions on the basis of numerical information. This score should indicate how easily the candidate will understand data presented in tables and graphs.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

TALEGENT.

Graduate

Graduate Assessment (Professional)

Graduate

This assessment measures a range of competencies required for graduates in professional roles across a variety of industries. The Professional version focuses on Verbal Reasoning ability (for Numeric Reasoning see the Analytical/Technical version).

Our grad assessment solution enables you to select the best graduate candidates faster and at less cost—and single out the top potential performers before your competitors can.

Duration:
45 mins (approx)

Comparison Group:
Graduates

Group Definition:
Those with a university degree and less than two years' experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

TALEGENT.

Graduate Screening (Analytical & Technical)

This succinct screening assessment measures the top competencies required for graduates in Analytical & Technical roles across a variety of industries. Drive for Results and Social Drive are measured as they have been proven to be the two most important personality competencies for graduate success. The Analytical/Technical version focuses on Numeric & Abstract Reasoning ability (for Verbal Reasoning see the Professional version).

Our grad assessment solution enables you to select the best graduate candidates faster and at less cost—and single out the top potential performers before your competitors can.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Numerical Reasoning**
  The ability to understand, apply, and make decisions on the basis of numerical information. This score should indicate how easily the candidate will understand data presented in tables and graphs.

Duration:
65 mins (approx)

Comparison Group:
Graduates

Group Definition:
Those with a university degree and less than two years' experience.

Graduate Screening (Professional)

Graduate

This succinct screening assessment measures the top competencies required for graduates in professional roles across a variety of industries.
Drive for Results and Social Drive are measured as they have been proven to be the two most important personality competencies for graduate success. The Professional version focuses on Verbal Reasoning Ability (for Numeric Reasoning see the Analytical/Technical version).

Our grad assessment solution enables you to select the best graduate candidates faster and at less cost—and single out the top potential performers before your competitors can.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Duration:
30 mins (approx)

Comparison Group:
Graduates

Group Definition:
Those with a university degree and less than two years' experience.

TALEGENT.

Government

Government

Corrections Officer

Corrections Officers, also known as Prison Officers, are responsible for the monitoring and containment of prisoners in penal or rehabilitative institutions. Corrections Officers may also guard prisoners when in transit. This role involves recording information about prisoner activities, searching prisoners, vehicles, and cells, and conducting head counts.

Corrections Officers must be capable of learning new skills and information quickly and must also be confident directing others and taking responsibility for others. Corrections Officers should work well in team situations, be organised, and be detail focused. It is essential that they follow rules and guidelines carefully, and that they cope well with pressure and change.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Learning Agility**
  Picks up new information and concepts quickly, and effectively applies this to solve new problems. Is motivated to understand theory, analyse information, and uses feedback to expand their skillset.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Hospitality

Hospitality

Hospitality
Security Guard

Security Guards are essential for keeping many premises safe. They are required to guard, patrol, and monitor premises to prevent trespassing, theft, and/or rule-breaking. Security Guards may also be required to write up reports, answer alarms and investigate disturbances, and monitor the comings and goings of visitors, employees, and other people.

Security Guards must be organised, detail-focused and be good at working with customers. It is essential that they follow rules and guidelines carefully, and that they cope well with pressure and change at work.

Duration:
10 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfills obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

TALEGENT.

Hospitality
Wait Staff

The best wait staff will not only respond to customer needs, but also actively predict them before they can ask, all while remaining polite and friendly.

Wait staff form the backbone of hospitality industry and good customer service will leave customers with the great impressions that will keep them coming back time and again.

Duration:
30 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Retail

Retail

Frontline Supervisor Retail Sales

Retail

A retail team is only as good as their supervisor. A first-line supervisor is the first port of call when ensuring that your retail employees are performing highly. An excellent first-line supervisor needs the skills of a good retail employee and the skills of an excellent manager such as budgeting, accounting, and personal work.

This assessment identifies the top performing first-line supervisors by assessing their ability to understand information and use it to solve problems, as well as leadership and retail critical personality traits like achievement, sales focus, and teamwork and interpersonal ability.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Managing Talent**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

TALEGENT**.**

Retail Customer Service Representative

Retail customer service representatives will interact with customers about products and services, and resolve customer complaints. Retail customer service representatives need to possess verbal ability, critical thinking, and persuasion skills.

Customers will remember your company based on the one time their product went wrong, rather than the one hundred times it worked perfectly, so the best customer service representatives are critical to maintaining positive customer relations.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Duration:
20 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Retail Sales Person

Retail

Retail sales people will typically be required to greet customers and meet their needs, describe, explain, and find merchandise in store for customers, as well as conducting sales. In order to best perform these tasks the best retail salespeople will have good communication skills, adhere to rules and guidelines, be sales focused and composed under pressure.

A retail sales person is the front line and the most important point of contact between a retail brand and their customers. Ultimately, hiring better sales people means that you will make more sales and have more satisfied customers.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

Duration:
20 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Healthcare

Healthcare

Personal Care and Home Health Aide

Healthcare

Personal Care and Home Health Aides provide healthcare support and assistance to people with disabilities, the elderly, and convalescents. This work may be based in a care facility or in the patient's home. Tasks performed by Personal Care and Home Health Aides include changing dressings and bandages, giving medication, monitoring the health status of patients, and maintaining medical records. Personal Care and Home Health Aides may also provide personal care to their patients, including personal hygiene assistance and helping with daily living activities.

Due to the requirement to work very closely with others, Personal Care and Home Health Aides must possess strong interpersonal sensitivity and communication skills. It is important that they work well with others, have a strong level of attention to detail, and follow rules and guidelines closely. Personal Care and Home Health Aides must also be resilient and flexible.

Competencies Measured:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT

Fitness Instructor and Personal Trainer

Fitness Instructors and Personal Trainers coach groups or individuals in exercise activities. This typically involves demonstrating correct form and observing and correcting participants in their technique.

Fitness Instructors and Personal Trainers can provide their services in a gym or exercise facility, in participants' homes, or in public areas.

Key competencies for Fitness Instructors and Personal Trainers include communication skills, customer focus, and drive for success. Fitness Instructors and Personal Trainers also benefit from having a high level of attention to detail, a tendency to follow rules and guidelines, composure under pressure, and openness to change.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Customer Focus**
  Fulfills obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Nurse

Nurses are the front line members for many health care services. Nurses are required to assess the needs and health problems of patients, maintain medical records, and create and implement nursing care plans. Nurses provide nursing care to sick, injured, convalescent and disabled patients, and may also provide case management and advise patients on health matters.

Nurses require strong communication and critical reasoning skills, coupled with interpersonal sensitivity and excellent relationship building skills. To perform well in the role, Nurses must also be organised and reliable, with a high level of attention to detail. Nurses should be resilient and flexible, with an understanding of their own strengths and weaknesses.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

Aged Care Professional

Aged Care Professionals provide healthcare support and assistance to the elderly, either in a care facility or in the patient's home. Tasks performed by Aged Care Professionals include changing dressings and bandages, giving medication, monitoring the health status of patients, and maintaining medical records. Aged Care Professionals may also provide personal care to their patients, including personal hygiene assistance and helping with daily living activities.

Due to the requirement to work very closely with others, Aged Care Professionals must possess strong interpersonal sensitivity and communication skills. It is important that they work well with others, have a strong level of attention to detail, and follow rules and guidelines closely. Aged Care Professionals must also be resilient and flexible.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Allied Health Professional

Healthcare

Allied Health Professionals are the healthcare workers who identify, evaluate, and work to prevent diseases and disorders through providing services such as rehabilitation, health systems management and dietary and nutrition services. Allied Health Professionals include occupational therapists, physical therapists, dental hygienists, dietitians, speech language pathologists, diagnostic medical sonographers, radiographers, medical technologists, and respiratory therapists.

To perform effectively, Allied Health Professionals must have strong communication and critical thinking skills coupled with excellent interpersonal sensitivity. They must be capable of following rules and guidelines and should be attentive to detail. Teamwork is essential due to the requirement to work closely with medical professionals from other domains. Allied Health Professionals must also be capable of staying calm under pressure and responding to change.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Duration:
50 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Information Technology

Information
Technology
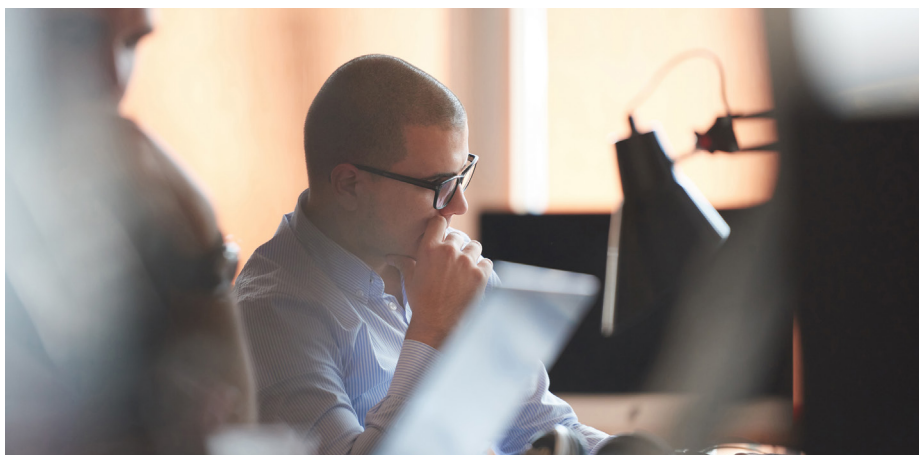
Software Developer

Software developers will develop or modify computer software and applications and will need to interpret client needs and design software to meet them. Because of this, software developers need to possess a range of skills including oral and written communication, as well as problem solving and creativity.

In the internet age, we all stand on the shoulders of the hardworking software developers who ensure that we don't have to deal with the daily frustrations that malfunctioning computer programs can cause.

Duration:
55 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Numerical Analysis**
  Is comfortable with and capable of interpreting numerical information and using this to aid in problem solving. Has a preference for using numbers and hard data when making decisions.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Information Technology
IT Manager

Also known as Computer Systems Managers or Information Systems Managers, IT Managers plan and direct computer and information technology services for an organisation or team. IT Managers are frequently responsible for reviewing project plans and coordinating projects, executing organisational goals, policies and procedures, and consulting with users and stakeholders to assess and address their IT needs.

IT Managers must have strong communication and critical thinking skills, coupled with the ability to think strategically and persuade others to see things their way. IT Managers should have a high level of emotional intelligence and must feel comfortable leading and guiding others. They should also be organised and innovative, and should cope well with pressure and change in the workplace.

Duration:
60 mins (approx)

Comparison Group:
Managers

Group Definition:
Those with a university background, more than two years of experience, more than two years management experience and less than two years executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Ingenuity**
  Generates new and innovative solutions, and is motivated to turn these into reality. Is future-focused, and enjoys expanding their knowledge. Adopts a broad perspective and takes calculated risks.

- **Interpersonal Sensitivity**
  Is sensitive to the needs and emotions of others. Practices perceptive listening, understands non-verbal cues and responds in a calm and empathetic way.

- **Managing Talent**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Strategic Vision**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

TALEGENT.

Information Technology
Senior Software Developer

Information
Technology

Senior software developers need to combine a multitude of skills in order to ensure that applications and software are designed and built effectively. They need to combine the skills of research and design with the technical ability to effectively execute a project.

This assessment will find those candidates who are capable of combining critical thinking with the ingenuity to solve unexpected problems. They will also be required to have excellent relationship building and teamwork skills in order to effectively work with teams.

Duration:
55 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Ingenuity**
  Generates new and innovative solutions, and is motivated to turn these into reality. Is future-focused, and enjoys expanding their knowledge. Adopts a broad perspective and takes calculated risks.

- **Numerical Analysis**
  The ability to understand, apply, and make decisions on the basis of numerical information. This score should indicate how easily the candidate will understand data presented in tables and graphs.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Project Manager

Project managers are the ones who will ensure that a project is finished on time, even when everything goes wrong. Project managers are not only required to plan, initiate, and manage projects, but also to facilitate the sometimes complex relationship between the business and technical aspects of projects. A good project manager will monitor progress to ensure that deadlines, standards, and costs are met.

This assessment identifies those candidates with the skills to be top project managers including the critical thinking and organisational skills required to plan and manage a project, as well as the command, negotiation, and interpersonal skills required to effectively manage a project team.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Business Analyst

Business analysts are the people who will assist your customers in solving their complex problems. The top business analysts will be able to analyse user problems and requirements, and then successfully use this information to come up with a solution that is ideally suited to the user's needs.

This assessment is able to identify the top business analysts by identifying the skills critical to coming up with a client-oriented solution such as critical thinking and achievement, as well as the skills vital to communicating this solution to the client such as communication, resilience, and negotiation.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

TALEGENT.

Professional & Technical

Professional &
Technical

Internal Recruitment Advisor

Professional and Technical

Employers may favour the use of an in-house recruitment department, rather than outsourcing their recruitment needs to other agencies. An Internal Recruitment Advisor will advertise job vacancies, use internal databases and job sites to search for candidates, coordinate internal employee referrals, and build a network of potential candidates.

They liaise with the different divisions of their company, understand their hiring needs and then go and find the best people for the job. Internal Recruitment Advisors must have strong communication and negotiation skills coupled with drive, detail focus, the ability to build relationships with others, and a tendency to follow rules and guidelines. Due to the pressures of the role, they should also be resilient and open to change in the workplace.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Business Analyst

Professional and
Technical

Business analysts are the people who will assist your customers in solving their complex problems. The top business analysts will be able to analyse user problems and requirements, and then successfully use this information to come up with a solution that is ideally suited to the user's needs.

This assessment is able to identify the top business analysts by identifying the skills critical to coming up with a client-oriented solution such as critical thinking and achievement, as well as the skills vital to communicating this solution to the client such as communication, resilience, and negotiation.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Project Manager

Professional and
Technical

Project managers are the ones who will ensure that a project is finished on time, even when everything goes wrong. Project managers are not only required to plan, initiate, and manage projects, but also to facilitate the sometimes complex relationship between the business and technical aspects of projects. A good project manager will monitor progress to ensure that deadlines, standards, and costs are met.

This assessment identifies those candidates with the skills to be top project managers including the critical thinking and organisational skills required to plan and manage a project, as well as the command, negotiation, and interpersonal skills required to effectively manage a project team.

Duration:
50 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

TALEGENT.

Senior Recruitment Advisor

Large organisations often employ Senior Recruitment Advisors, also called Senior Recruitment Managers, in-house alongside the HR department. They manage every stage of recruitment and candidate selection for their organisation, attracting talent, vetting candidates and advising the business on the best recruitment practices and processes.

On a day-to-day basis, they may be responsible for direct team management, drafting job specifications, creating job adverts, analysing CVs, training junior recruitment consultants and offering advice to stakeholders on recruitment policies. Senior Recruitment Advisors must have excellent communication and negotiation skills coupled with drive, detail focus, the ability to build relationships with others, and a tendency to follow rules and guidelines.
Due to the pressures of the role, Senior Recruitment Advisors should also be resilient and open to change in the workplace.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Duration:
35 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Communications Technician

Also known as Telecommunications Equipment Installers and Repairers and Customer Service Technicians, Communications Technicians are responsible for the installation, set-up, maintenance and repair of telecommunications equipment. This can occur in offices, private homes, or other locations.

Communications Technicians may also install communications equipment and communications wiring in buildings. Communications Technicians must be capable of picking up new information and skills quickly and they should also have a high level of detail focus and a tendency to follow rules and guidelines. It is important that they work well with customers, and that they cope well with pressure and change.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Learning Agility**
  Picks up new information and concepts quickly, and effectively applies this to solve new problems. Is motivated to understand theory, analyse information, and uses feedback to expand their skillset.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

TALEGENT.

External Recruitment Consultant

Professional and
Technical

External Recruitment Consultants work on behalf of companies to source candidates for their latest job vacancies. It's all about understanding the requirements of a job and then finding the right people to fill that requirement.

Working as an External Recruitment Consultant generally involves analysing and understanding job specifications and then using a variety of different means to find the right candidates for the roles.

The majority of External Recruitment Consultants will also engage in some form of business development and networking, meeting with potential new clients, establishing relationships and developing new business opportunities.

They may also advise their clients on market trends, skills development and recruitment tools and techniques. External Recruitment Consultants must have strong communication skills coupled with drive and a focus on making sales. It is also important that they are skilled at building relationships with stakeholders and applicants, are detail-focused, have a tendency to follow rules and guidelines and that they cope well with pressure and change in the workplace.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

Duration:
35 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

External Senior Recruiter

Senior Recruiters, also known as Recruitment Principals, Recruitment Managers, or External Senior Recruiters work for independent recruitment agencies, building relationships with clients and developing recruitment solutions. They may be responsible for direct team management, business development, drafting job specifications, creating job adverts, analysing CVs, training junior recruitment consultants and offering advice to business professionals on recruitment policies.

Senior Recruiters must have strong communication skills coupled with drive and a focus on making sales. It is also important that Senior Recruiters are skilled at building relationships with stakeholders and applicants, are detail-focused, have a tendency to follow rules and guidelines and that they cope well with pressure and change in the workplace.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

Duration:
35 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Fitness Instructor and Personal Trainer

Fitness Instructors and Personal Trainers coach groups or individuals in exercise activities. This typically involves demonstrating correct form and observing and correcting participants in their technique. Fitness Instructors and Personal Trainers can provide their services in a gym or exercise facility, in participants' homes, or in public areas.

Key competencies for Fitness Instructors and Personal Trainers include communication skills, customer focus, and drive for success. Fitness Instructors and Personal Trainers also benefit from having a high level of attention to detail, a tendency to follow rules and guidelines, composure under pressure, and openness to change.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Professional and Technical
Professional Individual

Targeted at those in mid-level roles with no direct reports, this assessment will allow you to assess the individuals that form the backbone of your organisation. This assessment is suitable for a wide range of jobs in a variety of industries, including accountants, teachers, analysts, consultants, and lawyers.

A company is driven by its professionals, but you need to make sure that they have the skills needed to excel in today's dynamic business environment. Professionals need to possess critical communication, negotiation, and teamwork abilities in order to ensure that they are able to effectively integrate with your company. On top of this they need to have an in-depth understanding of long-term strategy and ensure that their efforts are aligned to best achieve it.

Duration:
45 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Teamwork**
  Supports and collaborates with team members to achieve targets. Appreciates the benefits of diversity, works well with a variety of people, and follows through on team commitments.

TALEGENT.

Sales

Sales

Sales Professional

Sales

This role was formerly known as Sales Representative – Wholesale and Manufacturing.

Sales Professionals will sell goods for wholesalers or manufacturers to clients.

Good Sales Professionals will meet customer needs not only via selling, but also through identifying their needs and matching products to them. Targeted at the wholesale and manufacturing industry, Sales Professionals will have excellent oral and written communication skills coupled with a high level of drive and sales focus to deliver the results you need.

Duration:
30 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Logical Reasoning**
  The ability to pick up on trends and patterns within data, and apply these to solve problems. This score should indicate how easily the candidate will learn new information and integrate this with his/her existing knowledge, particularly in regards to strategic or intangible concepts.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Verbal Reasoning**
  The ability to understand verbal and written information, apply it, and draw accurate conclusions. This score should indicate how easily the candidate will understand relatively complex material, such as research information, reports, and correspondence.

TALEGENT.

Sales Executive

Sales Executives need to be capable of combining complex problem solving and intellectual ability with the social aptitude, drive, and sales focus required by salespeople. This role was formerly known as Sales Representative – Technical & Scientific.

Sales Executives will sell goods where technical or scientific knowledge is critical to understanding them. Domain specific knowledge is of utmost importance in these roles in order to accurately represent products to customers.

Duration:
30 mins (approx)

Comparison Group:
Professionals

Group Definition:
Those holding a university degree, with more than two years of experience, but less than two years management experience.

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Sales Tenacity**
  Is persuasive, energetic, and engaging while guiding customers toward sales. Understands their own strengths when it comes to selling, and leverages these to meet or exceed sales targets. Is motivated, not daunted, by challenging goals and competitive targets.

- **Self-Insight**
  Is insightful and recognises own strengths and weaknesses. Thrives on new opportunities for learning and growth, and is very responsive to feedback.

- **Strategic Vision**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

Sales Manager

Sales

Measures Competencies:

- **Achievement**
  Has high energy combined with a relentless drive to achieve goals. Is motivated by work, tasks, and the opportunity to compete with others.

- **Building Relationships**
  Warm, confident and approachable. Usually creates a good first impression and puts others at ease. Gets on well with people at all levels, builds rapport both inside and outside the organisation.

- **Communication**
  Quickly understands communications, reads between the lines and applies the information astutely. Is clear, confident, and articulate. Adapts their communication style to suit the audience, and influences others to see things a given way.

- **Directing Action**
  Is confident in giving direction and willing to accept responsibility for the decisions and actions of the team. Drives action and progress through engaging team members and delegating appropriately.

- **Evaluation**
  Critically analyses even complex information in a logical way. Breaks problems down into smaller components to identify and separate underlying causes. Considers data and theories in decision-making.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Ingenuity**
  Generates new and innovative solutions, and is motivated to turn these into reality. Is future-focused, and enjoys expanding their knowledge. Adopts a broad perspective and takes calculated risks.

- **Managing Talent**
  Provides effective guidance, development opportunities and feedback to others. Proactively manages conflicts within the team, and motivates others to perform.

- **Negotiation**
  Negotiates well and influences the thoughts and actions of others. Is able to anticipate and read different situations, adapting their style accordingly. Persuades others to align with their goals.

- **Organisation**
  Takes a structured and analytical approach to tasks and goals. Maintains a high level of detail when planning, while adopting a long-term perspective. Executes effectively to ensure projects are delivered on time and to standard.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

- **Strategic Vision**
  Takes a big-picture, long-term view when planning and anticipates potential impacts on the business. Weighs up options and implications, identifies new strategies and plans, and is comfortable with managed risk.

Sales are the lifeblood of any company, and sales managers ensure that you are making these sales as effectively as possible. The top sales managers will effectively plan, direct, and coordinate the actual distribution or movement of a product or service to the customer. In addition, a good sales manager will effectively establish sales territories, quotas, and goals, and be able to analyse sales data in order to solve problems and make effective business decisions.

This assessment will assess candidates on the skills and abilities required by sales managers such as communication, and command ability, as well as the skills needed for higher level planning such as critical thinking, and ingenuity.

Duration:
50 mins (approx)

Comparison Group:
Managers

Group Definition:
Those with a university background, more than two years of experience, more than two years management experience and less than two years executive experience.

TALEGENT.

Utilities

Utilities

Maintenance and Repair Worker

Utilities

Maintenance and Repair Workers, also known as Maintenance Engineers and Maintenance Technicians, are responsible for performing the tasks that keep machines, mechanical equipment, or buildings in good repair. Examples of the varied tasks that employees in these roles may perform include insulating, pipe fitting, welding, repairing electrical or mechanical equipment, carpentry, installing new equipment, and repairing buildings.

Maintenance and Repair Workers must work well with customers, be reliable and detail-focused, and follow rules and guidelines. They should also remain calm under pressure, and be capable of adapting to change quickly.

Measures Competencies:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

TALEGENT.

Communications Technician

Also known as Telecommunications Equipment Installers and Repairers and Customer Service Technicians, Communications Technicians are responsible for the installation, set-up, maintenance and repair of telecommunications equipment. This can occur in offices, private homes, or other locations. Communications Technicians may also install communications equipment and communications wiring in buildings.
Communications Technicians must be capable of picking up new information and skills quickly and they should also have a high level of detail focus and a tendency to follow rules and guidelines. It is important that they work well with customers, and that they cope well with pressure and change.

Duration:
25 mins (approx)

Comparison Group:
Admin/Entry Level

Group Definition:
Those without university backgrounds, without management experience or executive experience.

Competencies Measured:

- **Adherence**
  Operates best within rules, guidelines and set procedures. Demonstrates strong compliance, delivers on promises, and produces error-free work.

- **Customer Focus**
  Fulfils obligations to internal and external customers. Understands customers' perspectives, and responds to social cues appropriately. Treats all customers equally, and maintains composure under pressure.

- **Flexibility**
  Highly open and adaptable to new things. Responds to change and feedback in an enthusiastic manner, adjusting quickly and calmly with minimal fuss.

- **Implementation**
  Is reliable, precise, and follows through on plans to ensure they are carried out accordingly. Remains focused on work tasks and consistently meets deadlines.

- **Learning Agility**
  Picks up new information and concepts quickly, and effectively applies this to solve new problems. Is motivated to understand theory, analyse information, and uses feedback to expand their skillset.

- **Resilience**
  Remains calm and optimistic even in stressful situations. Demonstrates strong self-belief and perseveres in the face of setbacks, adjusting rather than giving up.

Solutions

Solutions

Talegent has a comprehensive suite of recruitment solutions designed to optimise your recruitment processes. All the solutions we offer are based on objective, scientifically and statistically proven psychometric measures.

We provide predictive accuracy linked to successful business outcomes by being faster and smarter in measuring, analysing and accurately predicting performance.

In designing our solutions on the stages in the candidate journey, we provide a range of predictive measures to help you efficiently perform pre-employment sourcing, acquisition, and post-hire management with better results.

Candidate Journey
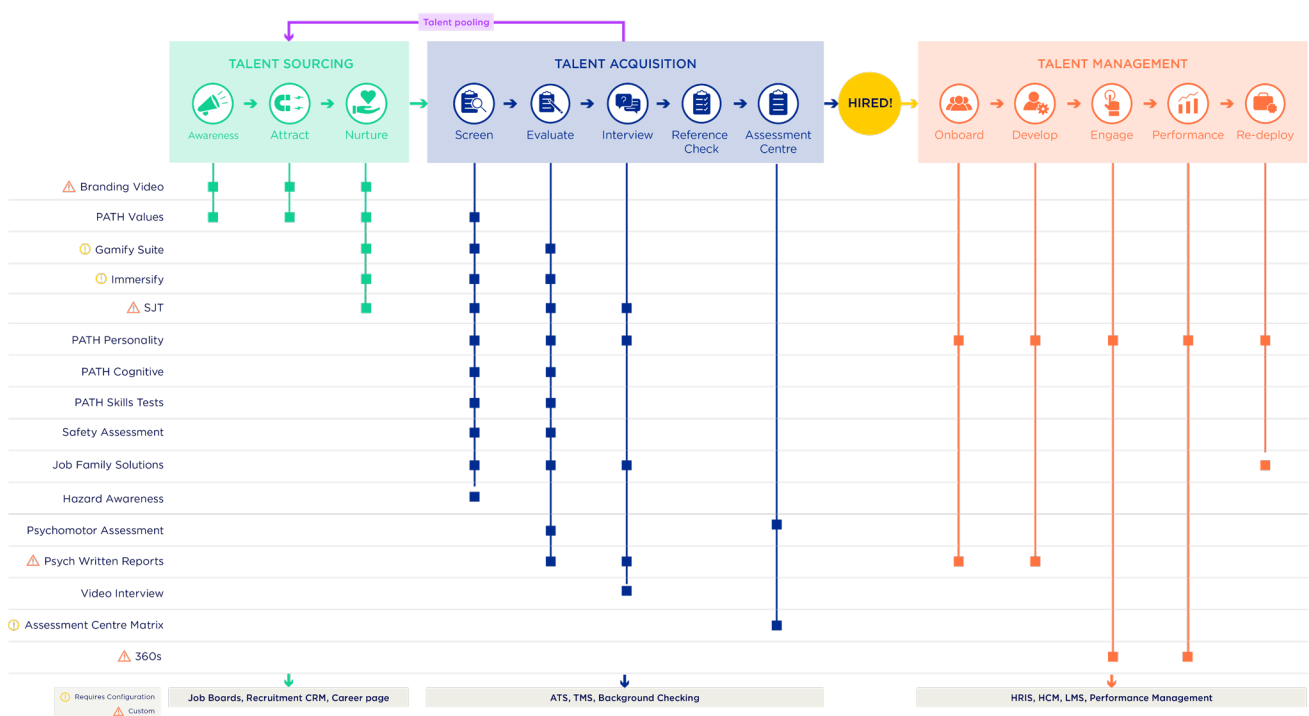
Starting by mapping your candidate journey, we deliver creative solutions for predicting human performance that are designed to maximise engagement, predict & optimise your employer brand.

As a part of implementing solutions, we provide consultancy services connected to best practices of building a candidate journey. We will work with you to identify the best products to use at which point of your journey.

With products and assessments that are developed to fit each stage of your candidate journey, Talegent helps you to optimise your full recruitment process.

TALEGENT.

Candidate Journey

Talent Sourcing

In the sourcing stage, Talegent assists in success profiling with your recruitment team. This can include job analysis alongside competency and values mapping.

Ensuring that you are assessing for the correct competencies is crucial before you start sourcing your candidates. It allows you to tailor the candidate journey to fill role requirements with quality candidates. Values mapping helps you find candidates whose values align with your organisations, with values assessments indicating culture fit.

Talegent will also provide advice on Career Page positioning. This helps you show your candidates the journey they will progress through and help with initial self-selection.

Talent Acquisition

In the acquisition stage, Talegent provides a range of assessments to help you to screen, identify and select those with the highest potential. These assessments are based on the role, competency, and value mapping from the sourcing stage, enabling you to objectively evaluate candidates based not just on the skills required for a given role, but their role and culture fit.

Providing an engaging candidate experience, our branded assessments further develop your employer brand. The solution-specific assessments streamline the application process and provide you and your candidates with feedback while maintaining psychometric validity.

Talent Management

In the management stage, the candidate data from the acquisition stage is applied. The reports generated from the assessments provide you with in-depth information on your new hires. This information can help you onboard them and create development plans.

Talegent's assessments can also be used for existing employees, to establish current competencies levels and skills. This can be beneficial for both employee and organisational development. If needed, the results can also be used to assist in the re-deployment of employees.

> "
> Talegent's assessments have helped the management team determine the training needs and further evaluate the skills and competencies of the employees for promotion purposes.
>
> MITSUBISHI MOTORS
> "

> "
> The Talegent platform provides us [with] more comprehensive evaluations from hiring to succession planning. It also helps us understand our associate's strengths and areas for improvement that lead the team to improve our training and engagement programs.
>
> St. Luke's Medical Center
> Quezon City · Global City
> "

TALEGENT.

Talegent's Solutions

Talegent solutions deliver a comprehensive suite of assessments to help you to screen, identify and select those with the highest potential to allowing you to objectively evaluate candidates based not just on the skills required for a given role, but their role and culture fit.

By working with you to understand your recruitment process, Talegent recommends products to fit your candidate journey. Shown in the example journey below, you are able to assess candidates on values and competencies that align with both the role and your organisation.
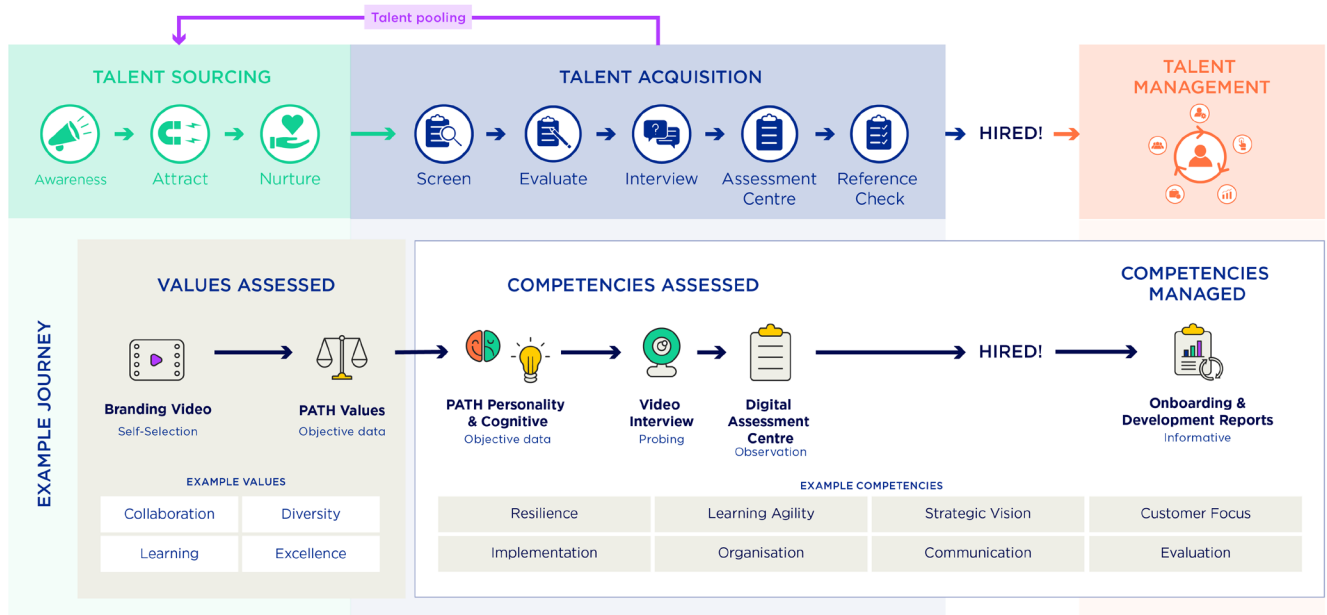
COMPETENCIES

Being	Doing	Leading	Relating	Solving
Flexibility	Achievement	Directing Action	Building Relationships	Commercial Acumen
Resilience	Adherence	Managing Talent	Communication	Evaluation
Self-insight	Implementation	Negotiation	Customer Focus	Ingenuity
	Learning Agility	Strategic Vision	Interpersonal Sensitivity	Judgement
	Organisation		Teamwork	Numerical Analysis
	Sales Tenacity			

VALUES

Contribution	Engagement	Equality	Impact	Stability
Altruism	Learning	Diversity	Ownership	Balance
Collaboration	Passion	Integrity	Excellence	Safety
Social Responsibility	Recognition	Justice	Innovation	Structure

Talegent has some pre-developed solutions tailored to different industries but will work with you to optimise your candidate journey.

TALEGENT.

High Volume Graduate Recruitment

Talegent Grad Assessment solutions help you better attract today's grads and quickly identify those with the greatest potential to perform in the roles you're looking to fill.

Graduate Recruitment

The immersive, high-touch, creatively challenging, and highly engaging experience Millennial candidates expect and demand – so you can begin winning them over right from the start. Talegent fully automates and integrates candidate assessment so you can identify and decide on potential top performers faster – and get back to the best fast… before they lose patience and take another offer.

The first step to attract the best and brightest Graduates to your company is to tell a story about your employer brand. This goes for businesses of all sizes as each has a unique value to communicate. Your employer brand is the perception by current and potential employees of what it's like to work for your firm. It's the differentiating factor when a candidate is faced with two companies where they are interested in working in. It's all about creating transparency into your company culture, values and benefits and gives a realistic job preview into the role. These three employer brand qualities will resonate with many Graduates.

Professional Development Opportunities

Graduates are super focused on their careers. The only difference is they want to do it twice as fast as previous generations. They want a customised and streamlined approach to their career development. Show them you are willing to invest in their careers rather than what they can bring to your company.

Company Values

Graduates want to know that employers' value them as unique individuals of the larger organisation. They're looking for employee values that align with their own specific needs, ideas and personalities. Be authentic to allow them to self-select for their need to fit in.

Company Culture

We spend more time with our colleagues than our family and friends every week. It's no surprise that Graduates are looking for a home away from home at the office. They are looking for a happy and comfortable place where they can socialise and be productive. Show them a glimpse of a day around the office.

> Talegent were willing to try a new platform . . . that other providers said was impossible to do. Not only did they pull off the impossible, they worked tirelessly to make it successful.

Grant Thornton

> The Talegent Graduate Solution makes a big difference in our recruitment process. Not only does the assessment give us valuable insight into the core competencies we are looking for but it also enables us to move faster in our process, benefiting both us as the employer as well as the candidates.

bakertilly
INTERNATIONAL

Branding Video
Create a fully integrated video built into Gamify or Video Interviewing to communicate your unique employer brand. A chance to star current employees and showcase a taste of what it's like to work at your exciting workplace

Gamify
The first and only game-based assessment based on the real-life work your company does, Talegent Gamify provides a super engaging candidate experience that differentiates and sells grads on your company as it assesses them on the unique skills today's roles require.

Video Interviewing
Delight Graduates by allowing them to express themselves - while measuring their communication skills and ability to "think on their feet." Plus eliminate the staff-time and cost required for setting up a conventional phone or in-office interviews.

Digital Assessment Centre
Facilitate an objective and consistent selection process through a single paperless reporting matrix for maximum speed, accuracy.

TALEGENT.

High Volume Graduate Recruitment
Validation

We were engaged by two of the world's largest, best known professional service companies who assess large volumes (10k+) of graduates for recruitment purposes. They intended to use our gamified assessment to serve as a meaningful initial screen of job candidates, while also providing an opportunity to provide a differentiated experience that would support their unique employer brand.

Graduates scoring high on Critical Reasoning were

2.5x

more likely to have exceptional critical thinking ability

Graduates who passed were

2x

as likely to have effective overall experience

Graduates scoring high on Critical Reasoning were

46%

more likely to have highly effective overall performance

Graduates who passed were

2.1x

as likely to have exceptional ability to adopt new technology

Graduates scoring high on Critical Reasoning were

30%

more likely to have high potential to advance

Graduates who passed were

4x

as likely to have exceptional Learning Agility and Problem Solving

The study also found that Numerically Minded and Communication were two key cognitive Competencies shared by all successful candidates. These can be assessed in face to face interviews or video interviewing.

TALEGENT.

TALEGENT.

Rail

The Talegent Railway Assessment Solution has all the assessments you need to identify the best people for rail roles, all from a single source
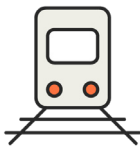
Rail

The Talegent Railway Assessment Solution

## The most comprehensive assessment available specifically for railways

Rail

The Talegent Assessment Solution for Railways delivers a comprehensive suite of assessments to help you to screen, identify and select those with the highest potential to perform in railway positions.

Talegent's Assessment Solution for the railway industry measures candidates across four key areas— Safety Behaviour, Psychomotor Skills, Cognitive Abilities, and Personality.

PSYCHOMOTOR ABILITY

SAFETY

COGNITIVE ABILITY

PERSONALITY

Comparing candidate scores with on-the-job safety metrics shows a significant correlation. Therefore, for those railway companies who have set safer operation as a primary objective, this type of multi-dimensional assessment can help identify hires whose performance will result in improving metrics for safe operation by lowering the incidence of accidents and injuries.

Psychomotor Ability

As evident from its name, the psychomotor assessment measures psychomotor abilities plus cognitive competencies that affect psychomotor performance. Important to note, the assessment of psychomotor abilities requires the use of a device with which candidates can hands-on interact. Employing a proprietary test module developed specifically for this purpose, we are able to obtain consistent and objective measures of a wide range of perceptual, reaction, coordination and other abilities. Through our process of discovery, the competencies we selected for the railway assessment solution were:

- Reaction Time and Stress Recovery
- Attention and Concentration
- Speed and Trajectory Judgment
- Visual Coordination
- Situational Awareness
- Visual Short-Term Memory

Proven to prevent accident

VISUAL COORDINATION

(Y-axis: Accident and Injury Rate, 0 to 50)
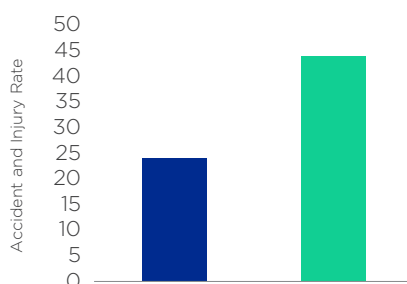
Situational Awareness -
- **FAIL** = **3x** more injuries that require medical treatment

Visual Short-term Memory -
- **FAIL** = **3x** more injuries that require medical treatment

Visual Coordination -
- **FAIL** = 2x more accidents & injuries
- **PASS** = 50% fewer near-miss accidents

Reaction Time and Stress Recovery -
- **FAIL** = 3.5x more near misses

Attention and concentration -
- **FAIL** = 1.5x more accidents and injuries
- **PASS** = Over 50% fewer lost time injuries

TALEGENT.

The Talegent Railway Assessment Solution

Safety Assessment

The Safety Assessment measures the key personality traits and abilities that accurately predict safe behaviour. Specific modules are used to assess each of the following:

- Understands Safety Instructions
- Zero Harm Attitude
- Compliance
- Stress Tolerance
- Rule Following
- Risk Consciousness

ACCIDENT AND INJURY RATE OF RAIL WORKERS WHO PASS VERSES FAIL

Reduce the number workplace accidents and injuries by

33%

PASS
FAIL
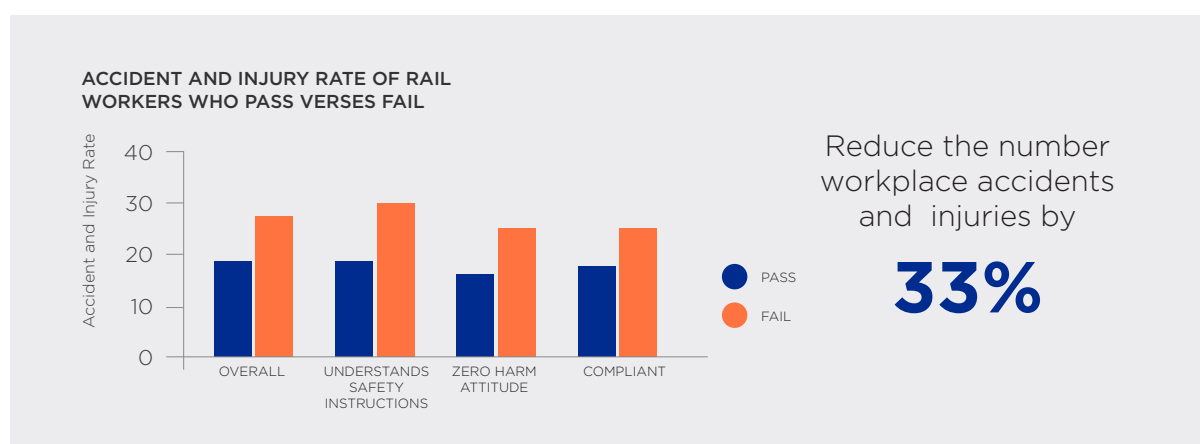
Cognitive Ability

The Cognitive Assessment portion of the Railway Assessment solution tests for a specific range of competencies that railway managers and performance data indicated was most closely associated with successful, accident-free performance in railway job roles.

It should be noted that the exact mix of competencies that served as a basis for selection varied by specific job role

Proven to increase performance

Rail workers who fail Verbal Reasoning have
1.5x
more accidents and injuries than those who pass

Rail workers who pass Numerical Reasoning identify
2x
as many workplace hazards as those who fail

The Talegent Railway Assessment Solution

Personality

Provides insight into an individual's motivations, attitudes, and work styles to assure optimal job fit and cultural fit, based on an assessment of their personality-based styles of work-related behaviours.

* It should be noted that the exact mix of competencies that served as a basis for selection varied by specific job role

Safety is of paramount concern to railways, and it's well established that one of the most important contributing factors to safety is your people. The assessment scores Talegent's railway solution provides are validated to positively and accurately correlate with safety on the job. By employing Talegent's solution in your recruitment process, you'll be able to reduce incidents and signals passed at danger (SPADs), and ultimately prevent accidents.

But important as safety is, it's by no means all that's important. Talegent's comprehensive railway solution allows you to objectively and accurately predict performance for candidates based on all the competencies required for success in a given role. By empowering you to hire better quality candidates, it can help you improve key metrics for customer satisfaction, punctuality, train cancellations and engagement.

> *"Human factors are involved in 80% of workplace accidents. Many of these accidents are avoidable."*
>
> ** Perrow, Charles (1984) Normal Accidents: Living With High Risk Technologies. Princeton, NJ: Princeton University Press*

TALEGENT.

Contact Centre

Drawing on leading-edge research, Talegent's contact centre solution assesses cognitive ability, contact centre skills (Navigation, Data entry speed and accuracy) and personality tendencies, to predict an applicant's performance in contact centre sales and customer service roles

The Talegent Contact Centre Solution

Talegent enables you to boost the speed & efficiency of your Contact Centre recruiting process

Contact centres are vital for ensuring effective customer service and driving sales. But their ability to perform these duties is only as good as their contact centre representatives. Contact centre representatives are often the first or only point of contact between a business and their existing or prospective customers. It is no surprise then that contact centre representative performance is the determining factor in retaining current customers and winning new business.

It is therefore critical to find and retain contact centre representatives who have the intellectual capability, skills, drive, and motivation to achieve sales targets and delight customers. And with the average turnover for contact centre staff sitting between 30% and 50%, you must retain your high performing staff once you have recruited and trained them.

So – how does Talegent's Contact Centre solution address this problem?

Web chat & Voice Audition

To better reflect the changing reality of contact centres, our assessment emulates web chat tools which can be used either independently or in conjunction with voice chat to best suit your needs.

Exclusive Upfront Screening

Our short screening test narrows down the field fast. And you don't pay by the head so you can screen all you want!

Brand Building

We align with your recruitment campaign and employment value proposition to create a candidate experience that differentiates you from your competitors.

Stacked Rank Results

From the screening stage through to full-blown assessments, we rank candidates for you so you can handle volumes with ease.

Plug & Play with your ATS

No one can integrate with your Applicant Tracking System (ATS) faster.
Comprehensive Local Support –
Our local teams are ready to respond to your needs fast.

Contemporary Contact Centre Simulation

Integration of features such as optional webchat and voice audition allows for the most up-to-date and convincing simulation yet!

TALEGENT.
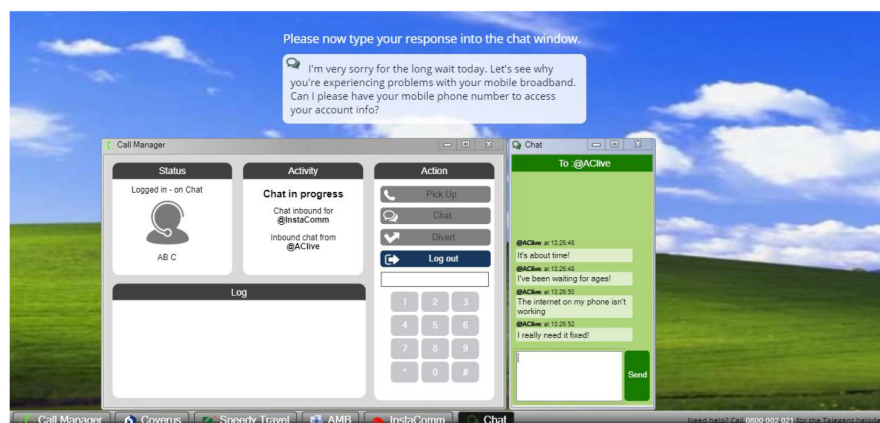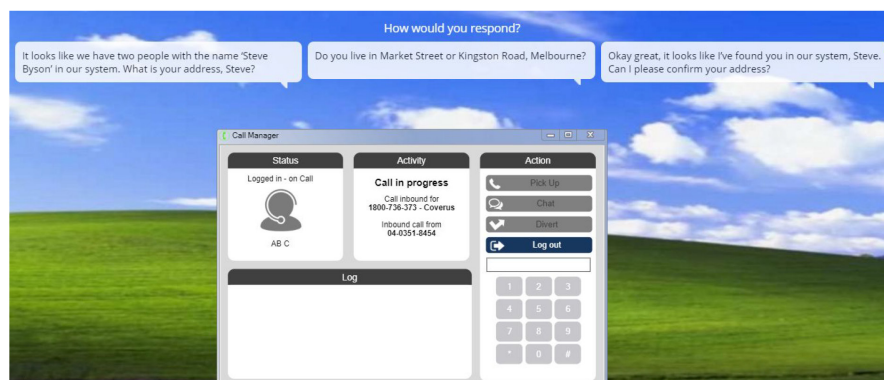
Case Study

A leading Australasian insurance company, which routinely receives massive volumes of applicants for open positions within their large-scale contact centre operation, sought to improve their recruitment process in 2 key ways:

- Improve efficiency to reduce time, staff hours and cost
- Improve predictive accuracy to better identify those applicants who are most likely to be high-performing customer service and sales representatives.

Solution:

The company deployed Talegent's off-the-shelf Contact Centre Solution with minor customisations, which was fully integrated with their Applicant Tracking System (ATS).

- Step 1 - initial, short pre-screen test to quickly cull down the pool of applicants.
- Step 2 - comprehensive personality and competency testing of select applicants to select those for phone screening and interviewing.

Results:

Recruitment efficiencies achieved within the first 3 months included:

- Phone interviews decreased by 20-50%
- Able to decrease FTE from a team of 5 to 4
-
- Accuracy of identifying high performers increased by basing selection on assessment test scores

Of the representatives who scored in the low range on Customer Focus, only 33% were meeting their net conversion rate target of 0.3 for existing client sales. Conversely, 89% of the representatives who scored in the moderate or high ranges on the Customer Focus competency were meeting their net conversion target on average.

Turnover of new hires in the first 3 months
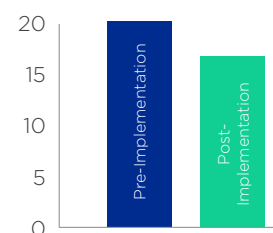
Turnover of new hires in the first 3 months reduced by **36%**

> "
> Within the first three months the solution sped up our time to hire, reducing our phone screening numbers by up to 50% enabling us to find the right people faster.
>
> auto & general
> "

Agency Recruiter Pack

Identifying and pitching the best candidates for clients can take a lot of time and effort for external recruiters, which is why Talegent has built analytically informed talent measurement solutions that are easily adaptable for your specific needs.

Agency Recruiter Packs

Talegent's specially designed Agency Recruiter packages contain all the tools you need to remove any doubt and build a strong candidate profile. With three packs that have psychometric assessments including personality, cognitive and skills tests, alongside video interviewing – that provide you with objective and validated data about candidates' skills, abilities, and personalities at a level that suits you.

Our engaging branded assessments are designed to give candidates a positive experience – and help you find the top candidates. With an assessment platform that fully integrates with your applicant tracking system, you have a smooth, simple process.

Give your clients confidence that your candidates are the best fit with candidate data displayed in our easy-to-understand reports that map to key competencies. With these reports, you can confidently present quality candidates who are 24% more likely to succeed in the role and exceed your client's expectations.

Basic	Fundamentals	Advanced
Company Branding	Company Branding	Company Branding
✓ Branded Platform ✓ Branded Assessments	✓ Branded Platform ✓ Branded Assessments	✓ Branded Platform ✓ Branded Assessments
Technology	Technology	Technology
✓ Skills Testing (350+ incl. Microsoft Office) ✓ PATH Personality ✓ Video Interview (replaces phone screening)	✓ Skills Testing (350+ incl. Microsoft Office) ✓ PATH Personality ✓ Video Interview (replaces phone screening) ✓ PATH Cognitive (Verbal, Numerical and Logical Reasoning)	✓ Skills Testing (350+ incl. Microsoft Office) ✓ PATH Personality ✓ Video Interview (replaces phone screening) ✓ PATH Cognitive (Verbal, Numerical and Logical Reasoning)
Reporting	Reporting	Reporting
✓ Strengths Summary (specific to the agency recruiter packs) ✓ Candidate Feedback Report	✓ Strengths Summary (specific to the agency recruiter packs) ✓ Candidate Feedback Report	✓ Strengths Summary (specific to the agency recruiter packs) ✓ Candidate Feedback Report ✓ Development Report
		Reporting
		✓ PATH Training (Learn how to use our tools effectively)

> " Talegent has made a significant difference in the quality of hire by enabling me to identify specific skill sets within candidates and provide employers with the hire that is best suited to the role. "

P2P RECRUITMENT
"Connecting professionals 2 professionals"

> " Talegent's assessments help me identify valuable insights about candidates that my clients find useful. On top of this, the team at Talegent are exceptional; they're smart, professional and always prepared to do what it takes to make their customers happy. "

TALLINGER associates
Foodservice Facilities Planning and Design

TALEGENT.

Services

Success Profiling

Success Profiling is a scientific approach used to identify the requirements of a job including the activities involved and the behavioural attributes necessary to perform these activities.

Success Profiling

By conducting a formal job analysis within your organisation, you will be provided with information about the key success profiles for individual roles or job families. This information can be used to inform your selection and development processes and decisions. Job Analysis is also an important first step in the development of a customised psychometric assessment.

Benefits

- **Identify Key Competencies:** Design assessment to target the most important measures
- **Future-proofing:** Objectively understand how requirements for role-success will change over time
- **Foster Business Buy-in:** Opportunity to ensure internal stakeholders can voice expertise

Data Gathering Techniques

At Talegent we favour a multi-method approach to Success Profiling to ensure a full objective understanding of the competencies that are predictors of success in an individual role or job family.

The techniques selected provide a mixture of qualitative and quantitative information about the knowledge, skills, abilities & attributes that are critical to success in a role.

Effective Job Performance

- PD Review
- Job Analysis Questionnaire
- Focus Group
- Critical Incident Interview
- Manager Repertory Grid
- Visionary Interview
- Industry Job Analysis Data

Position Description Review Reviewing the existing position description of the role often provides relevant information about the task requirements, responsibilities and ideal characteristics of employees.

Success Profiling Questionnaire Building on the qualitative information provided by the focus groups, the Fleishman Job Analysis Survey (F-JAS) is utilised to determine the ability requirements for the role for each of the identified.

Focus Group Subject Matter Experts (SMEs; incumbents, supervisors, high-level managers) participate in a structured group discussion which provides information about the current and future requirements of the role and the characteristics of successful employees.

Critical Incident Interview SMEs are asked to relate incidents from their own experiences which were successful in fulfilling role objectives. These are then probed in-depth to provide a composite picture of job behaviours and the competencies necessary to fulfil task requirements and job.

Manager Repertory Grid The manager repertory grid involves speaking with direct managers of the role under observation. Managers are asked to share behavioural examples of their high and low performers, comparing and contrasting the two. The end product is a ranked list of the key characteristics which differentiate high and low performers in the role.

TALEGENT.

Success Profiling

Visionary Interview The purpose of a visionary interview is to understand, from the perspective of senior executives, how the job is changing and, in their opinion, the likely future requirements of the role.

Industry Success Profiling Data The website O-net is used as an additional source of information. O-net provides detailed information about roles, including frequently used tasks as well as required skills and abilities. O-net also provides information on recommended work styles and work values.

Role Observation Consultant observation of incumbents in the role. Review of employees across a range of performance levels. Provides information about day-to-day requirements, gives consultant direct insight into objectives and tasks of the role.

Job Analysis

	Confirmatory Success Profiling	Exploratory Success Profiling
Position Description Review	✔	✔
Job Analysis Questionnaire	✔	✔
Focus Group		✔
Critical Incident Interview		✔
Manager Repertory Grid		✔
Visionary Interview	✔	✔
Industry Job Analysis Data	✔	✔
Role Observation		✔

TALEGENT.

Data Analytics

Providing insight into the performance and usage of your Talegent assessment solutions.

Data Analytics Dashboard

Talegent's new Analytics Dashboard allows you to easily analyse data gathered through your recruitment process. You can unlock insights within real time - allowing you to make data-driven decisions, see impact of interventions and assess the health of your recruitment process.

Talegent's platform provides you with an executive summary of how candidates are interacting with your assessments. Your dashboard will provide you with a graphically presented summary including:

•   Candidate Completions (and completion rate)
•   Candidate Helpdesk Calls
•   Demographic details (including gender, age ranges and country of origin)

You also can personalise your dashboard – dragging tiles to see extra detail, adapting graphs to your tastes, and filtering data to focus on what is most important.
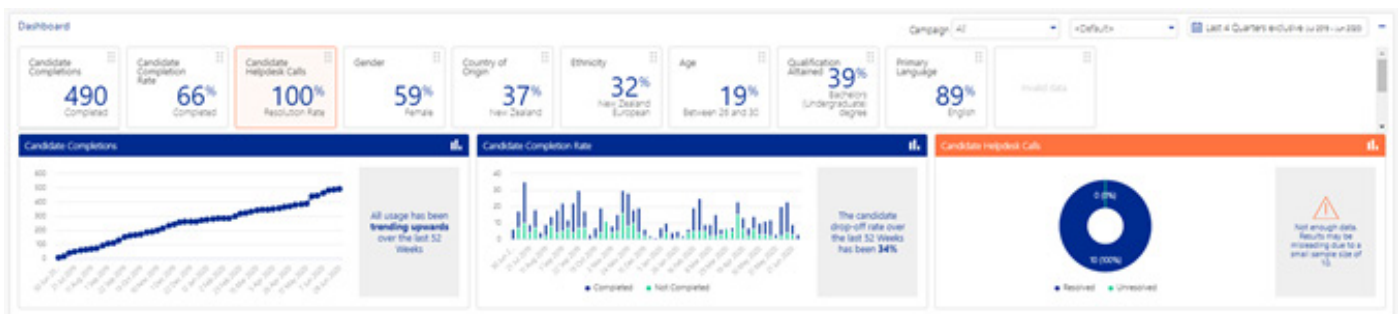
Data Analytics Reports

Talegent's solutions will provide you with a summary of how candidates complete your assessments. You'll get a Data Analytics Report containing trends from your candidate assessments including:

•   Candidate Completions
•   Candidate Drop-off – Summary & Trends
•   Candidate Helpdesk Summary
•   Demographic Summary Graphs (6 total)

This information can help you in optimising your recruitment process and assessments.
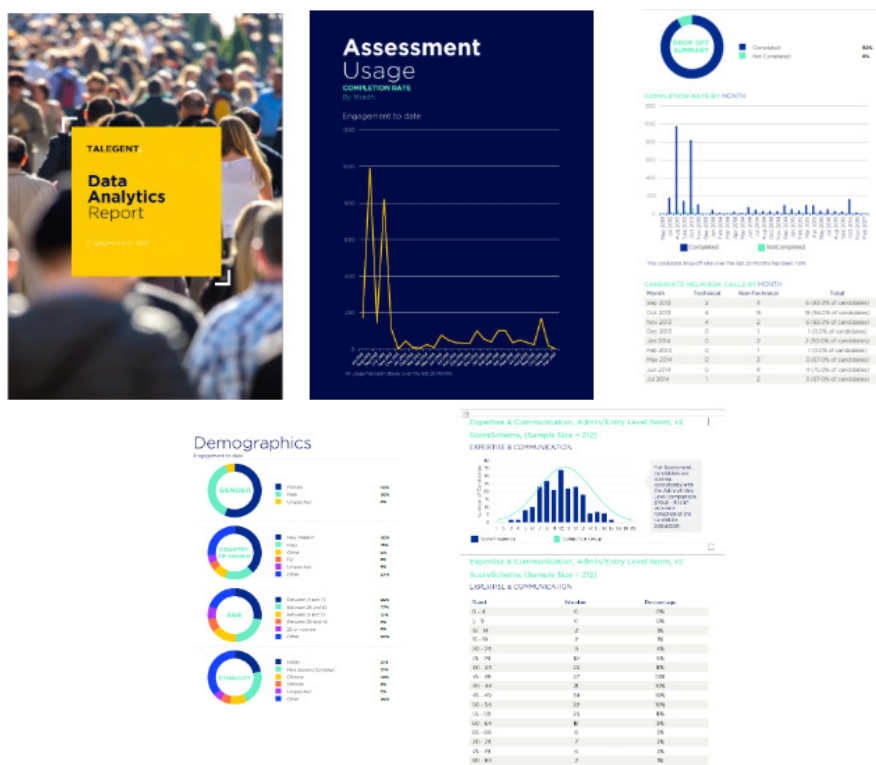
TALEGENT.

Executive Assessment

Objective, insightful information on an executive candidate's fitness for a high-level position with in-depth analysis from a consultant with an easy to interpret summary of strengths & weaknesses

Talegent Executive Assessments

For senior and executive roles, Talegent offers the most comprehensive suite of performance predictive methodologies available to provide you with objective, insightful information on an executive candidate's fitness for a high-level position.

These assessments include Personality and Cognitive Ability (Verbal, Numerical and Logical Reasoning), plus one of the following reports outlined below.

	Essential	Core	Comprehensive
	Psych Reviewed	Psych Written (Incl. Candidate Debrief)	Psych Written (Incl. Candidate Debrief)
Overall Recommendation	✓	✓	✓
Fitness Summary	✓	✓	✓
Core Competency Profile	✓	✓	✓
Cognitive Skills Profile		✓	✓
Narrative by Competency	✓	✓	✓
Interview Probes		✓	✓
On-Boarding Guide			✓
Development Tips			✓
Hiring Manager Feedback			

Process

(48 - 72 hours)

1 Assessment Request

Client will email Account Manager with:
- Candidate name, email and contact number
- Position description
- Deadline for assessment

2 Test Administration

IO Psychologist from Talegent will send testing request to candidate. Candidate completes online within own time.

24/7 candidate helpdesk

3 Candidate Feedback

IO Psychologist from Talegent will provide verbal feedback to the candidate (20-40 minutes)

4 Report Written

IO Psychologist from Talegent will write competency-based report.

5 Delivery and Debrief

Report delivered to client via email. Where required, the report writer will provide verbal feedback to the Hiring Manager.

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Validation

Talegent encourages its clients to participate in validation studies to ensure that the psychometric assessments that they use are predicting useful outcomes and on-the-job performance within their organisation.

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Benefits

As a general concept, the validity of a psychometric assessment is the degree to which it measures what it is designed to or claims to measure. The validity of an assessment can be investigated by assessing the extent that scores on the assessment predict workplace manifestations of the construct of interest. For example, candidates that score higher on an assessment of numerical reasoning should also be rated as having a better ability to understand and make decisions based on numerical information. Similarly, the higher the score on a measure of sociability, the more gregarious and outgoing someone is likely to be. Higher scores in a values-based measure should align with better results in constructs such as tenure, satisfaction, and organisational citizenship behaviour, assuming the organisation also promotes and support the values.

There must be a link between the assessment and the work outcome. For example, finding a coincidental correlation between a measure of resilience and the ability to make decisions based on numerical information doesn't provide validity evidence. Think of validity as the necessary empirical evidence to support the use of an assessment; the use of invalid assessments is not empirically, ethically or legally justifiable and is not recommended.

- **Evaluate Predictive Power:** Understand how well assessment predicts performance &business outcomes
- **Optimise Candidate Experience:** Use validation results to target assessment to most predictive competencies
- **Foster Business Buy-in:** Tool to explain the benefits of assessment to internal & external stakeholders

Method	What is it?	Advantages	Disadvantages
Concurrent Validity	Current employees complete the assessments & have work performance measured at the same time.	Can be good for the interim, while greater numbers are gathered for a predictive study, e.g. to get stake holder buy-in. Can be completed quickly if there is organisational support.	Incumbents are inherently less motivated than applicants for a job, and thus they may not perform as well as they would have otherwise. This limits the strength of correlation between the assessment score and performance ratings, misrepresenting the predictive value of the assessment. A much greater degree of organisational support is required.
Predictive Validity	Candidates complete the assessments when applying, then their work performance is measured after some time has passed.	The gold standard of Validation, this is the most predictive & accurate form of a validation study	Requires waiting for a sufficient number of employees to have gone through the process & been on the job for 3+months (4-6 months in the role is the gold standard*) - minimum 100 matched samples – this typically requires 150 employees.

Not always appropriate to assume that an assessment which has proven validity within one organisation or professional context will necessarily be valid within another. However, assessing the validity and utility of the tool can only be done retrospectively, once sufficient numbers of candidates have been assessed and employed

PATH Accreditation Academy

Talegent PATH Accreditation will provide you with the skills and knowledge you need to decide on the best approach to hiring, including choosing an assessment, setting up the assessment process, and interpreting the results accurately and professionally

PATH Accreditation Academy
Apply Psychology with Industry Leaders

Informative, hands-on and focused on latest practices, this course in personality and ability assessment will teach you how to administer and interpret assessments, evaluate assessment platforms, plus provide you with internationally recognised accreditation for applying the Talegent PATH suite of assessment test products.

Our courses are registered and reviewed by leading industry experts, allowing delegates to acknowledge their registration professionally.

You will:

- Familiarise yourself and gain access to a library of talent measurement tools including 200+ specific skill tests, job simulations, video-based interviews, and games.
- Become professionally certified to use Talegent's range of psychometric assessments.
- Have your platform set up with access to over 30 job family assessments with an electronic copy of the technical manual.
- Learn how to apply high volume recruitment tools and integrate assessment with your Applicant Tracking System.

Informative, hands-on and focused on latest practices, the Talegent Training Academy will teach you how to administer and interpret assessments, evaluate assessment platforms, plus provide you with recognised accreditation for applying the Talegent PATH suite of assessment test products.

Developed by world-experienced IO Psychologists who have led training courses for global test providers such as SHL and PreVisor, the Talegent Talent Measurement Training Programme will help you keep your knowledge and skills on the cutting edge.

This program consists of a Pre-course Introductory Module, Two Days of Formal Instruction and Practice, and up to 3 hours of focussed follow-up expert support.

The Talegent PATH Comprehensive Accreditation Course will provide you with the skills and knowledge you need to decide on the best approach to hiring, including choosing an assessment, setting up the assessment process, and interpreting the results accurately and professionally. The Two Day course covers the basics of occupational testing, equipping you with the skills to apply assessment objectively and transparently in a valid defensible way.

Academy Courses:

Comprehensive Accreditation

- (2 Days) - Pre-course and on site interactive training enabling immediate access

- (5 sessions) - Pre-course and virtual interactive training enabling immediate access

Conversion
- (1 Day) Recognising prior accreditation to enable application, integration and interpretation

"
The course was great and so was Emily, she translated the course material in real day to day terms which was fab.

skills.
Grow by growing others
"

"
I learnt a lot from your training certification. I also enjoyed the way the trainer taught us. This was highly engaging and it promoted participation.

EMERSON
"

"
The PATH training we had gave us insights into so much more than just psychometrics, the value from this is amazing!

We use this as a value add for our clients for roles of all levels. We talk to clients after placing a candidate and they say that the advice we gave based off the Talegent reports was spot on!

SQUAD HOSPITALITY
"

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PATH Accreditation Academy

Apply Psychology with Industry Leaders

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TALEGENT PATH COMPREHENSIVE ACCREDITATION COURSE (2 DAYS)

This program consists of a Pre-course Introductory Module, Two Days of Formal Instruction and Practice, and up to 3 hours of focussed follow-up expert support.

The Talegent PATH Comprehensive Accreditation Course will provide you with the skills and knowledge you need to decide on the best approach to hiring, including choosing an assessment, setting up the assessment process, and interpreting the results accurately and professionally.

The Two Day course covers the basics of occupational testing, equipping you with the skills to apply assessment objectively and transparently in a valid defensible way.

- Become professionally certified to use Talegent's range of psychometric assessments

- Learn about the specific personality and ability attributes that link to job performance.

- Learn how to use high volume recruitment tools and link assessment to your Applicant Tracking System.

- Familiarise yourself and gain access to a library of talent measurement tools including specific skill tests, job simulations, video-based interviews, and games.

Our NEW online Virtual Training covers the same content and includes 3-hour sessions spread over two and a half weeks, allowing you to keep up your day to day responsibilities.

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TALEGENT PATH CONVERSION COURSE (1 DAY)

If you already have experience or are pre-trained with other providers, we have a conversion course to enable you to benefit from Talegent's leading portfolio of Talent Measurement Solutions.

This workshop is the second day of the 2 day Talegent PATH Comprehensive Accreditation Course. Participants will learn how to establish and open relevant on-line assessment campaigns, and produce relevant "competency linked" output reports. To put your accreditation into action, a coach consultant will spend up to 3 hours helping you apply and integrate assessment into your pre-hire and post-hire talent identification processes.

- Become professionally certified to use Talegent's range of psychometric assessments

- Learn about the specific personality and ability attributes that link to job performance.

  Learn how to use high volume recruitment tools and link assessment to your Applicant Tracking System.

- Familiarise yourself and gain access to a library of talent measurement tools including specific skill tests, job simulations, video-based interviews, and games.

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Integration and Partners

By integrating with your Talent Management System (TMS) or Applicant Tracking System (ATS) we make all your data easily available to your organisation at every stage of the process.
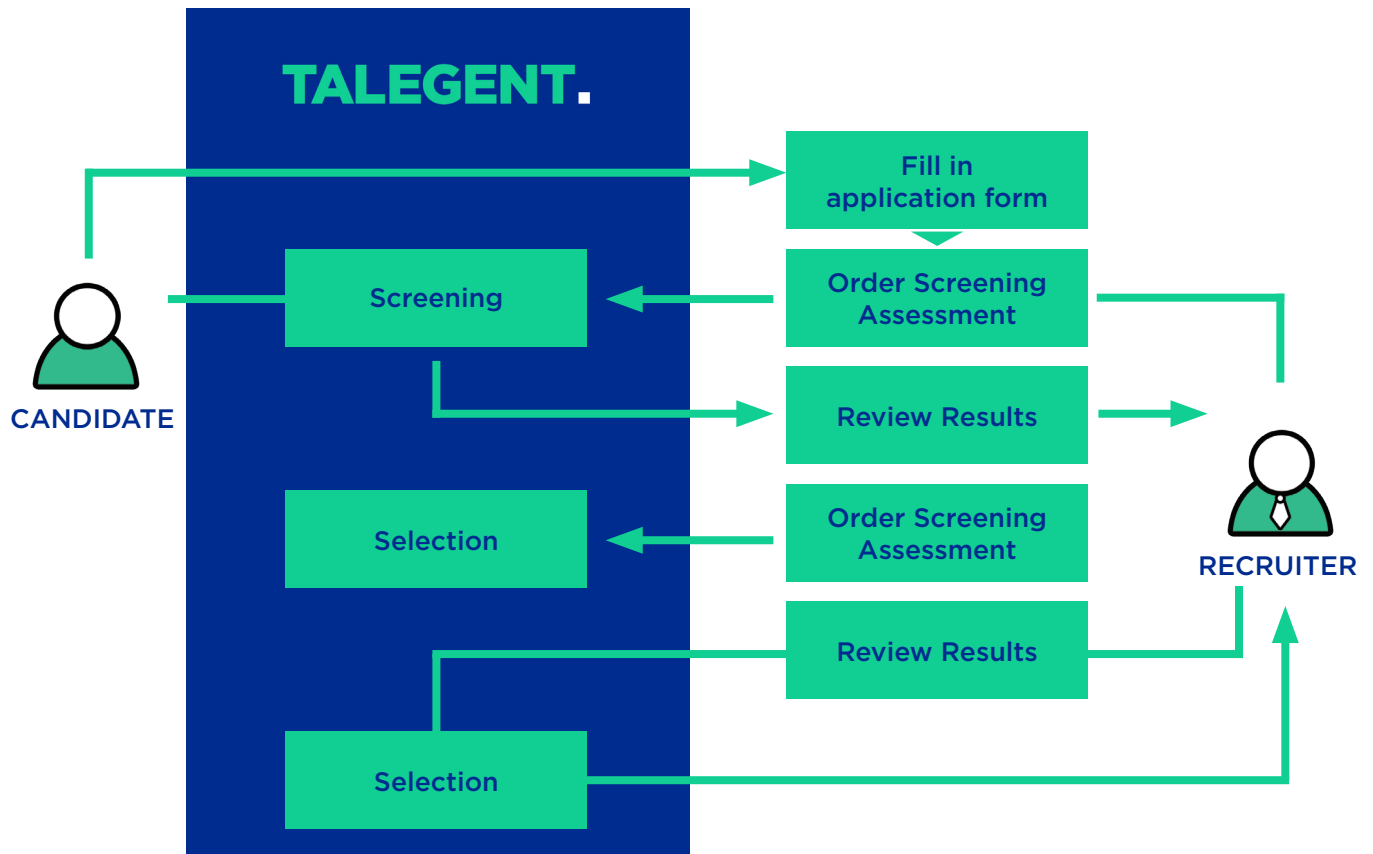
Integration

More thorough TMS integration for maximum efficiency

Designed for easy integration, the Talegent online assessment platform can be synced to your TMS in a fraction of the time it takes others. Plus, we hold your hand every step of the way and are available anytime to provide answers to your questions and support to ensure that it all performs flawlessly.

Strengthen your organisation with Talegent assessment data integration

Talegent assessment solutions provide a wealth of data to help you make better hiring and promotion decisions. By integrating with your Talent Management System (TMS) we make all that data easily available to your organisation at every stage of the process.

Talegent Integrations Support:

- Process automation to maximise efficiency and time and cost savings
- Centralisation of applicant data for easy access and management
- Metrics availability to support reporting and analytics
- Extensive reporting and data analytic tools online
- Unified candidate experience

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Integration Partners

Thanks to numerous TMS integrations performed for our clients, we're pleased to have close working relationships with the leading TMSs, and thanks to the flexibility of our assessment solution architecture, we're happy to be able to provide integrations that others can't or won't.

Please reach out to sales@talegent.com if you want to integrate with the below, or other platforms.

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