TALEGENT.

Product
Portfolio

2026

Contents

TALEGENT.

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.
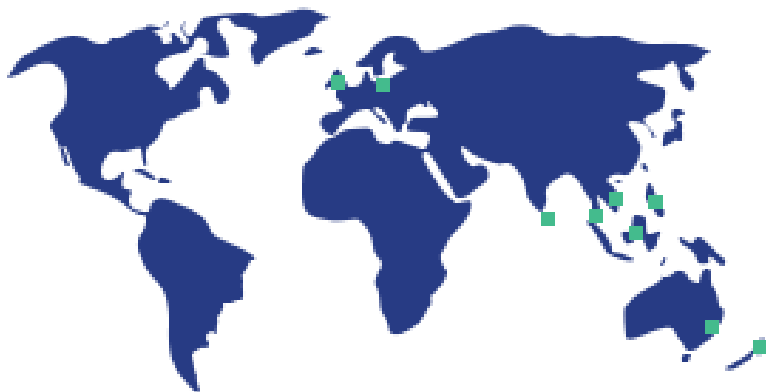
Innovative, secure and scalable platform

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**

PATH Cognitive Ability Tests

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.

Cognitive

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
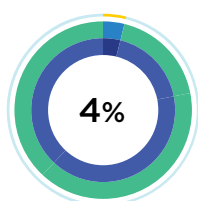
Access:
Secure online via your PATH account.

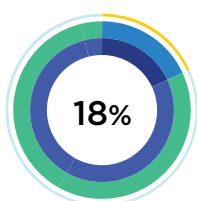**Report:**
Cognitive and Competency Report

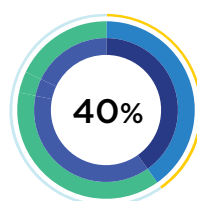**How do we order this product?**
Contact us at clientsupport@talegent.com

The percentage of employees who have exceptional problem solving ability

3x more likely to have exceptional ability

16%   31%   50%

Below   Average   Above

Logical Reasoning Score

Accident and Injury Rate

Problem Solving Ability compared to the role requirements

13% more likely to be meeting requirements

Problem Solving Ability

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

Below   Average   Above

Logical Reasoning Score

*** From Talegent PATH Validation 2015*

Numerical Reasoning

Cognitive

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

$606,250 $727,500

$485,000

$121,250 $242,500 $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:

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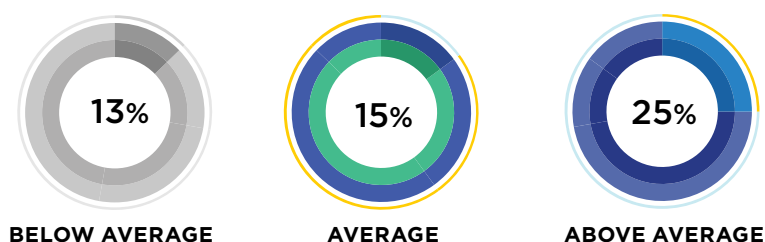
Access:
Secure online via your PATH account.

Report:
Cognitive and Competency Report

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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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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

Input	△	☆	○
Changes **size** of **triangles** to **large**	△		
	Ψ		
Changes **size** of **stars** to **large**			
Changes **size** of **circles** to **large**	α		
Output	△	☆	○
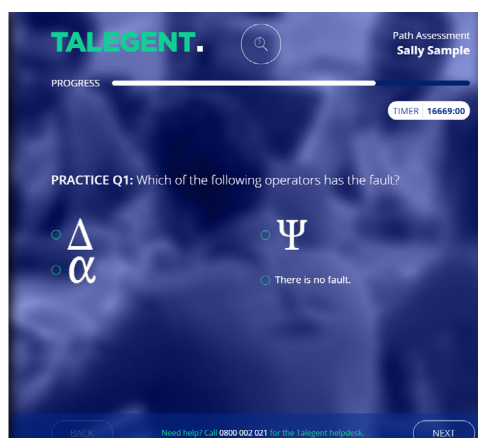
This assessment examines a person's ability to identify faults in systems. In this assessment, the candidate is presented with an input, three operators and an output. They must determine whether there is a fault in the system and if so, where the fault occurs. A person's score on this assessment should 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

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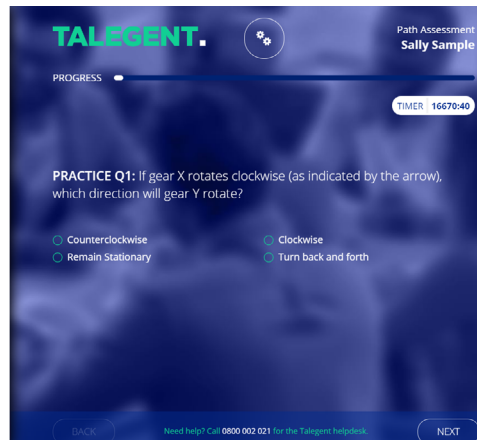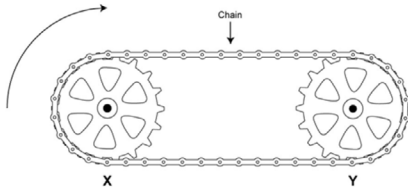
Mechanical reasoning is the ability to understand the effects of physical forces on elements within a mechanical system. This score should indicate how well candidates will be able to comprehend relationships between mechanical elements and forces in practical situations.

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.

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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PATH Cognitive Ability Tests
Spatial Reasoning

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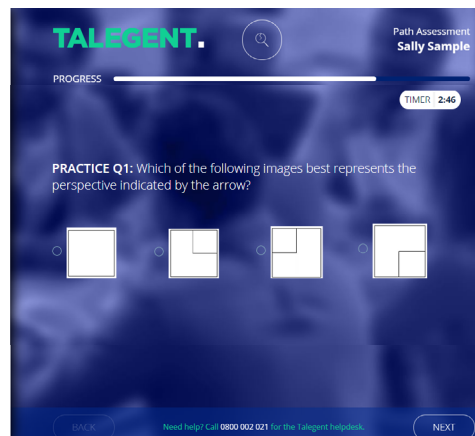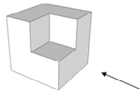
Spatial reasoning is the ability to mentally visualise shapes and rotate objects. The score provides an indication of a person's ability to handle spatial queries efficiently when navigating and communicating, combining spatial and temporal information.

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
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Access:
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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.
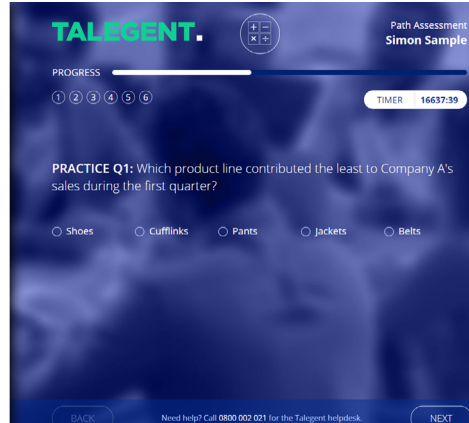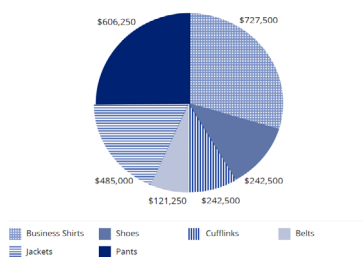
Cognitive Prime is available for:

• Verbal
• Numerical
• Logical
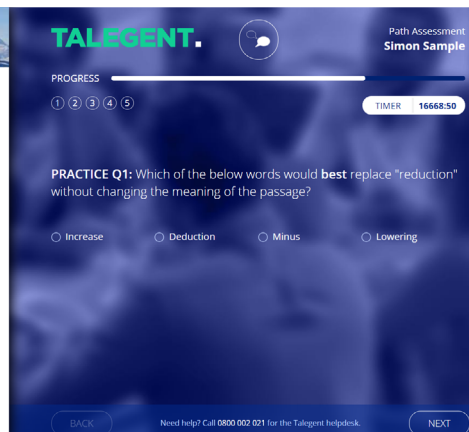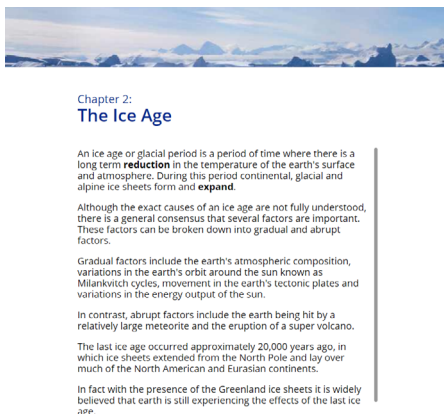
PATH Reports

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
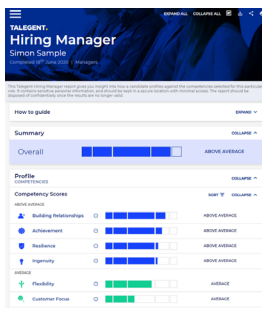
Hiring Manager
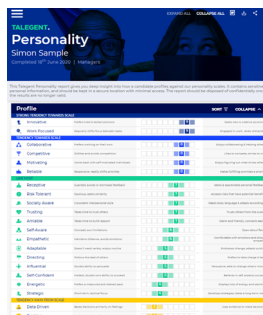
Personality
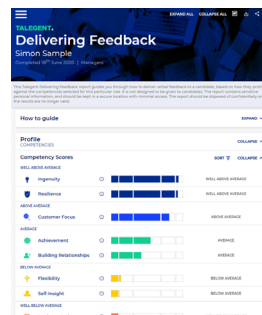
Delivering Feedback

Interview Guide
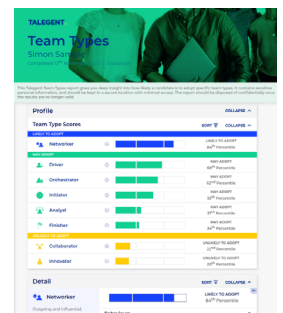
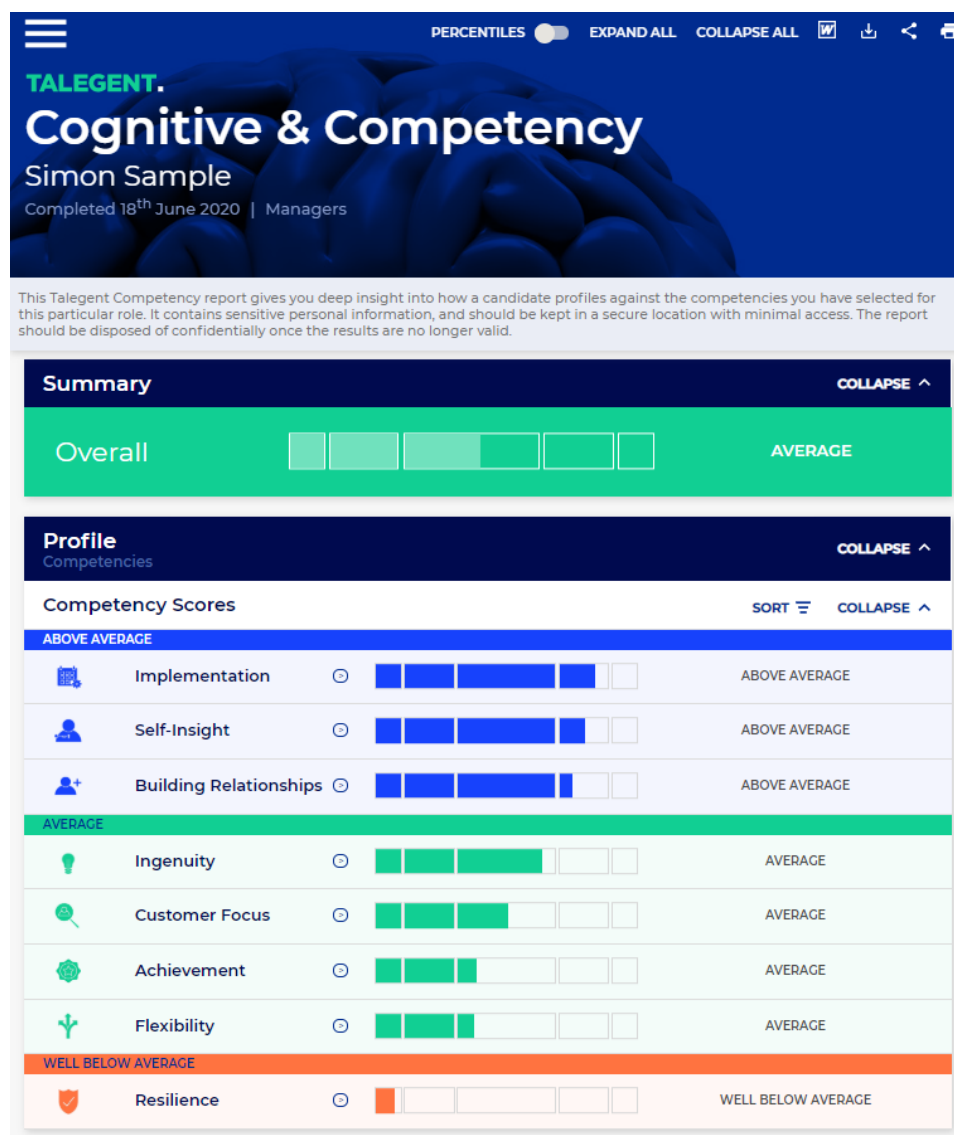## Premium Reports

Development
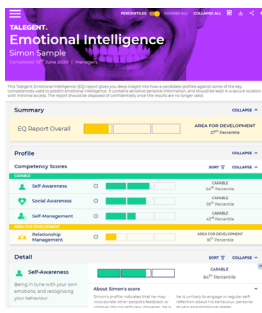
Emotional Intelligence
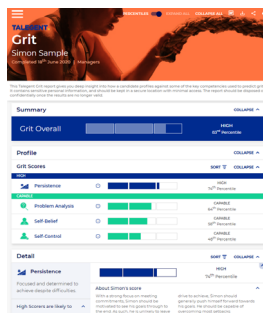
Grit
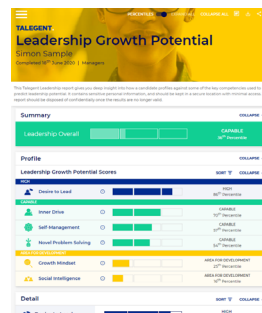
Leadership Potential

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
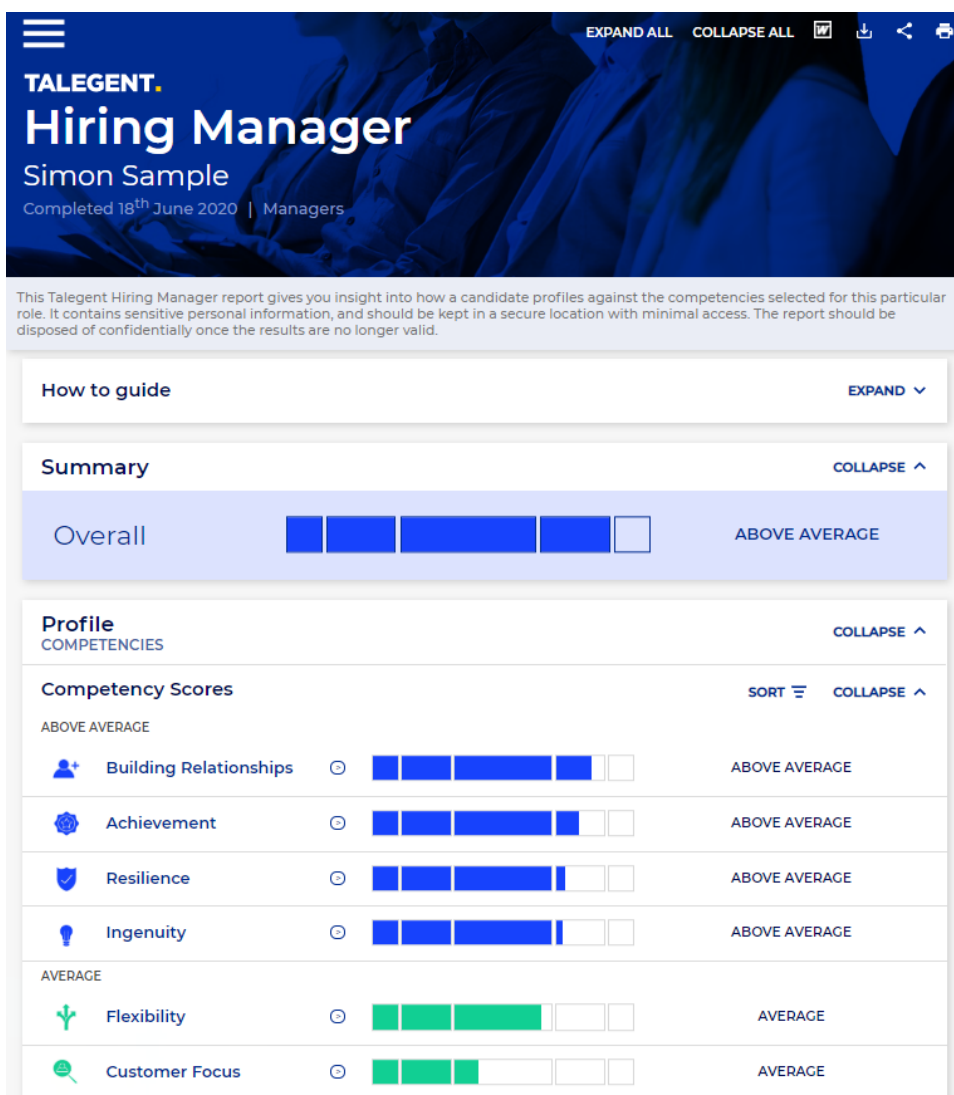
Reports On / Factors In:

- 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

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.
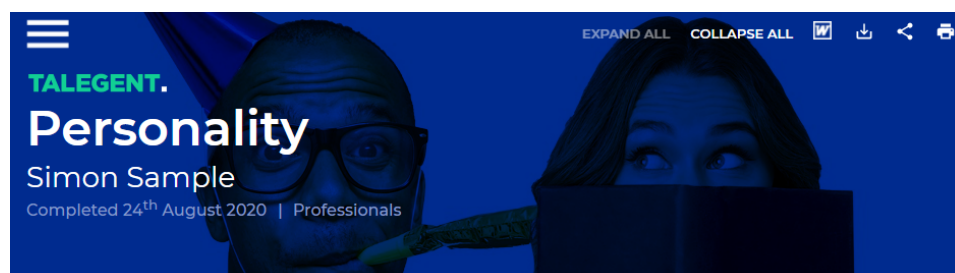
Requires:

- 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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PATH Reports - Essential
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

PATH Reports - Essential
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
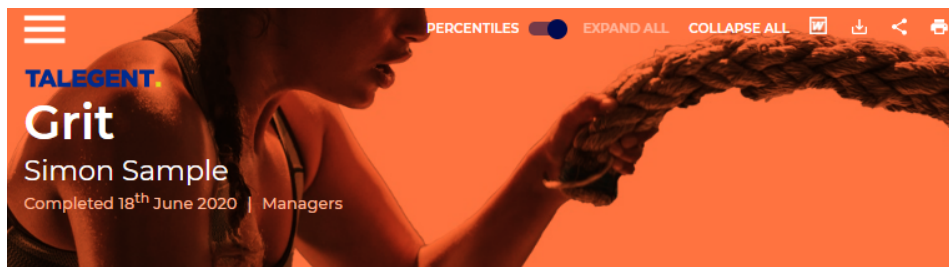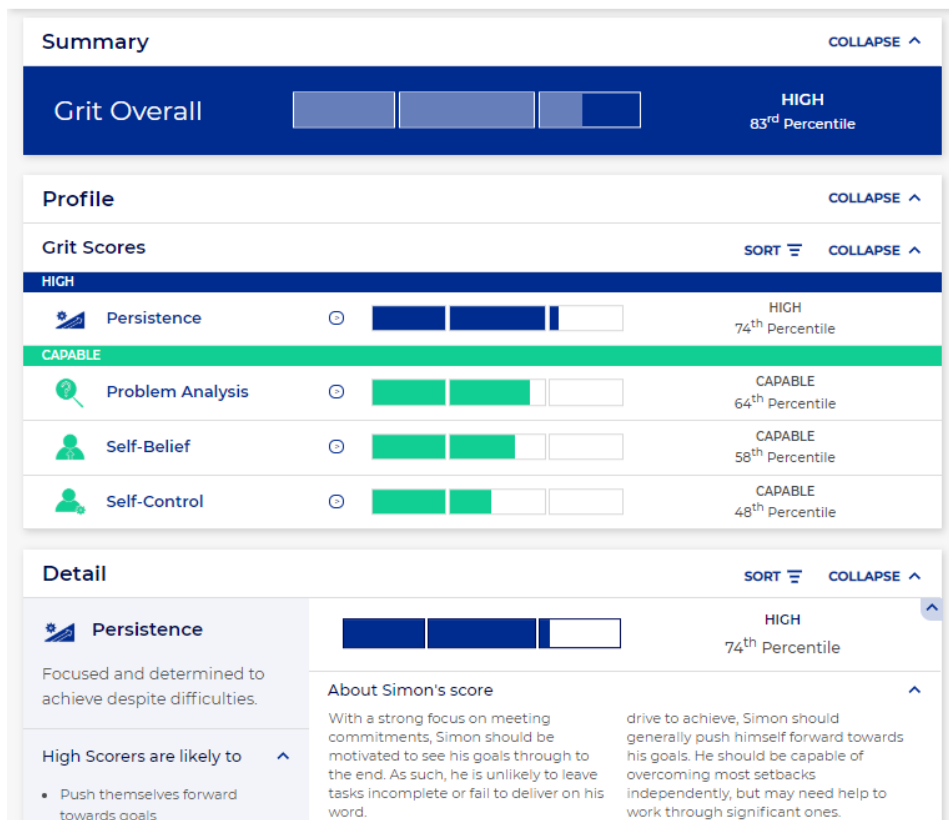
Grit Report

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.

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
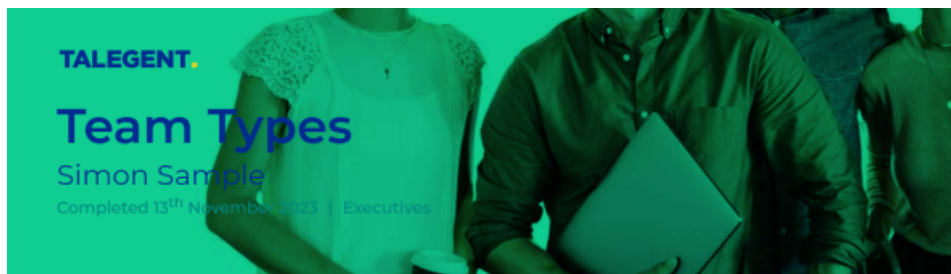
TALEGENT.

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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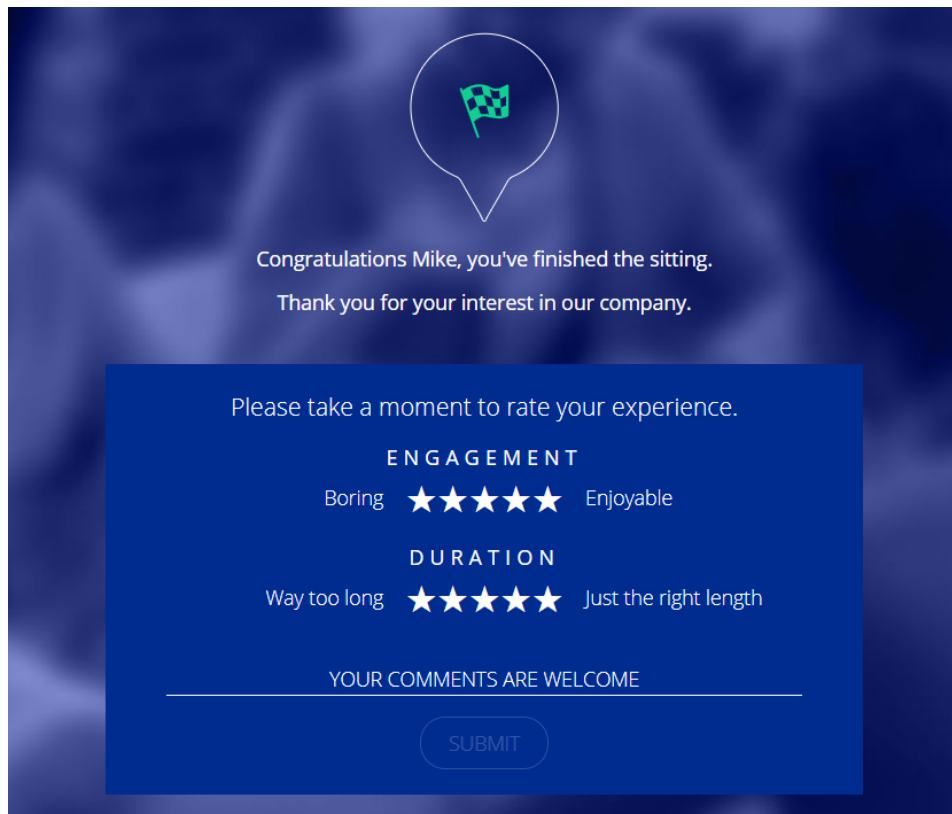
Candidate Feedback Survey

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
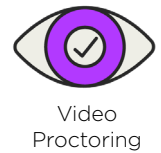
Video
Proctoring

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.
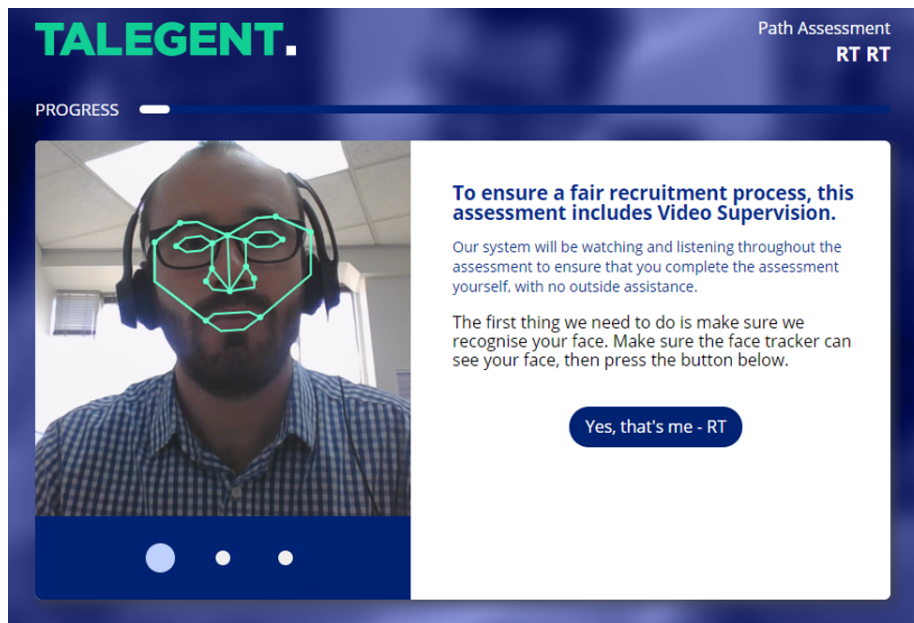
Benefits

- 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"

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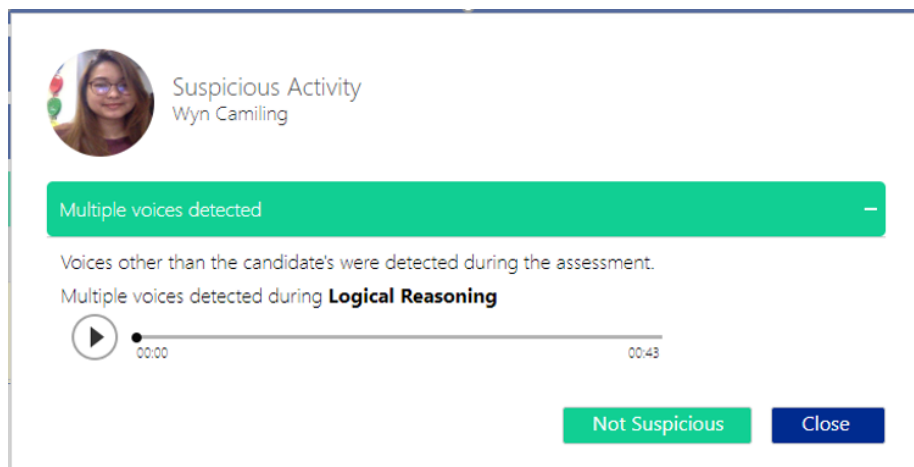
Branding Video

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

Branding
Video
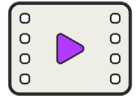
Branding Video

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 "

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

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.

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

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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.
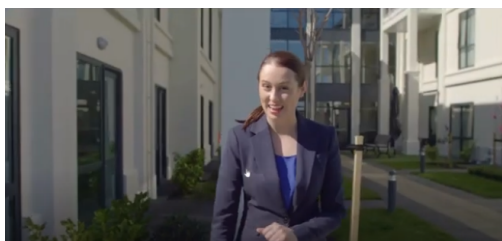
Skills Tests

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.

Abilities & Aptitudes

- Email Etiquette
- Technical Writing Skills
- Office Filing
- Data Checking
- Attention to Detail
- Video Conference Communication and Ettiquette

ACCOUNTING & FINANCIAL

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

APPLICATION & WEB DEVELOPMENT

- Java Frameworks: Spring 2.5
- Java Frameworks: Struts 2
- Ajax Frameworks
- Java GUI
- C++
- C
- CoBOL
- C #
- Java Technologies: Hibernate, Spring, and Struts
- Ajax Programming
- Android 4 Programming
- React 16.7
- SOA Design and Development Knowledge
- Swift 4
- Quality Assurance
- Programming Design Patterns
- Drupal 7.18
- Objective-C Programming
- Search Engine Optimisation Fundamentals
- Software Testing
- Cascading Style Sheet 4
- jQuery 3
- JavaScript ES9
- Java Frameworks: Spring 5
- OOP Concepts
- RubyOnRails 5
- Angular 6
- Bootstrap 4
- C++ 17
- Node.js 12
- Active Server Pages .NET 4.7.1
- Python 3.7.4
- Joomla 3.9.4
- MS SharePoint 2019® - Administration
- Amazon Web Services Cloud Computing Basics
- Android 10 Programming
- C# 8
- Angular 8
- Docker 20.10
- Kubernetes 1.14
- Git 2.31
- ERP Development
- Jira 8.17.1
- Magneto Open Source 2.4.3
- TypeScript 4.3
- Agile Management
- HTML5

DATABASES & BUSINESS INTELLIGENCE

- TensorFlow 2.6
- Data Science
- MongoDB 4.4
- R Programming (4.0.5)
- Machine Learning
- SQL Server Management Studio 18.6
- AI - Basic Artificial Intelligence Knowledge
- Oracle Database 19c
- Blockchain
- MS Power BI
- PostgreSQL 11.4 Programming
- Data Analytics
- MySQL 8.0
- MS SQL Server 2017 - Development
- Oracle PL/SQL 11
- Oracle PL/SQL
- Relational Databases
- MS SQL Server 2017 - Administration
- Oracle SQL Developer Data Modeler 3.0
- Oracle Developer
- Oracle Administration
- Oracle 10g Administration

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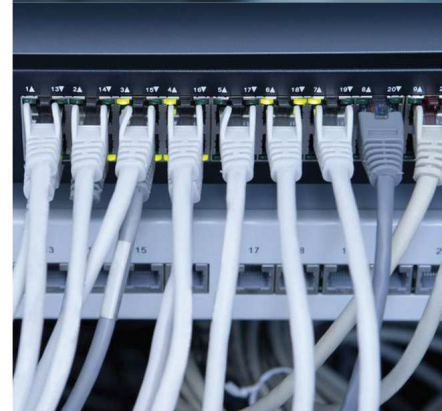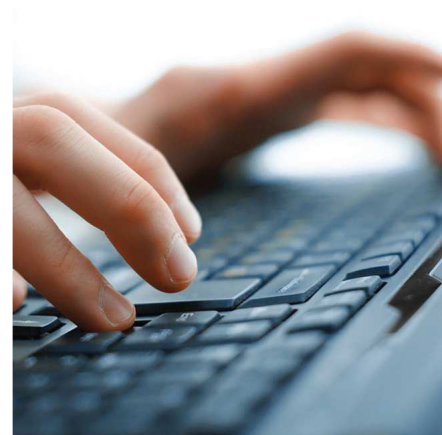
Skills Tests

Desktop Publishing Software

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

Education

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

Engineering, Industrial & Design

- Electriction Skills (US)
- Diesel Mechanic Knowledge
- Piping and Instrumentation Diagram Basics
- Programmable Logic Controller (PLC) Programming
- Reading Micrometers and Calipers
- Automotive Mechanic Knowledge
- Carpentry Skills
- Blueprint Reading
- AutoCAD 2019 for General Use
- MicroStation V8 for General Use
- GMP (Good Manufacturing Practices)
- Gas, Liquid and Weight Measurements
- Power Tools
- Assembly Skills
- Mechanical Aptitude
- HVAC Skills
- Reading Rulers - English and Metric Units
- CNC Skills
- Plumbing Skills
- Mechanical Engineering Skills
- Electrical Engineering Skills
- Forklift Skills
- Basic Industrial Math
- Basic Industrial Maths (AUS/NZ)
- Civil Engineering Skills
- Basic Electronics
- AutoCAD 2010 for General Use
- Telecommunications

Enterprise Resource Planning

- SAP R3 Basis

> " 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.
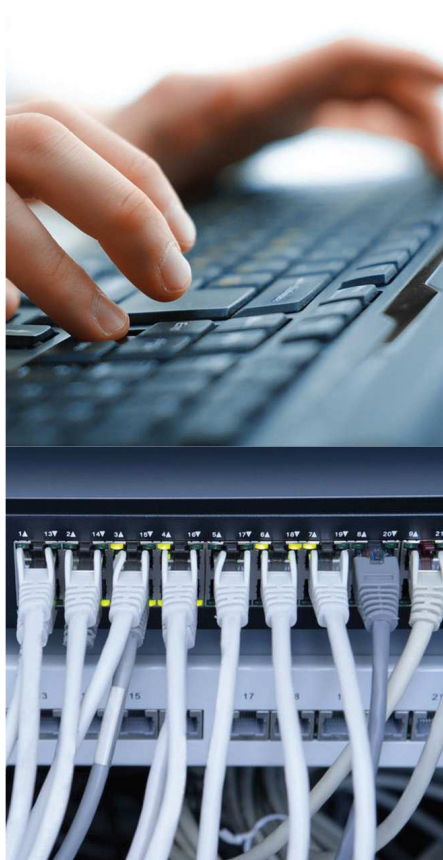
Hardware & Networking

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

Healthcare

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

Hospitality Industry

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

Human Resources

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

Language & Communication

- Reading Comprehension
- English To Spanish Translation
- Spanish To English Translation
- Modern Arabic Language
- English Proofreading
- French Language (CA)
- German Language (DE)
- Italian Language (IT)
- Portuguese Language (BR)
- Japanese Language (JP)
- Business Communication
- English Spelling and Vocabulary
- English Language
- French Language (FR)
- English to Spanish Translation (MX)
- Spanish to English Translation (MX)

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Skills Tests

Legal, Safety and Administration

- Emergency Medical Treatment and Labor Act (EMTALA)
- Property Management
- Paralegal Skills (US)
- 911 Emergency Dispatcher
- Custodial Skills
- Paralegal Skills (Canada)
- Discrimination in the Workplace

- Legal Terminology (US)
- Labor and Employment Law - General (US)
- Legal Terminology (Canada)
- Labor and Employment Law - California
- Environmental, Health and Safety

Management

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

- Business Etiquette
- Change Management
- Product Management
- Remote Leadership Skills

Microsoft Office Software

- MS Office 2016 - Excel Simulation
- MS Office 2019 - Excel Simulation
- MS Office 2019 - Word Simulation
- MS Project® 2019
- MS Office 2019 - Powerpoint

- MS Office 2010 - Excel Simulation
- MS Office 2010 - Word Simulation
- MS Office 2013 - Excel Simulation
- MS Office 2013 - Word Simulation

Operating Systems & Internet Browsers

- MS Windows 10 for General Use
- Google Apps for General Use
- Linux
- System Administration for Windows and Macintosh OS
- MS Windows Server 2019®
- Google Chrome 73

- macOS 11 Big Sur for General Use
- MS Windows 10® Simulation
- MS Teams
- Microsoft Edge 80 for General Use
- Internet Information Services (IIS)
- Zoom

Primary Work Skills

- IT Industry Acronyms
- Basic Math
- Basic Computer Knowledge for Windows

- Digital Literacy Simulation
- Quantitative Analysis

Retail

- Retail Call Center
- Customer Service - Retail
- General Retail Knowledge

- Retail Marketing Skills
- Sales Clerk Skills
- Supply Chain Management
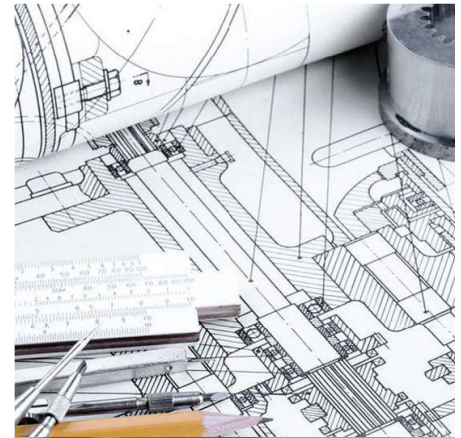
Skills Tests

Sales & Marketing

- Digital Marketing
- Graphic Design Skills
- Video Production Skills

- Copywriting Skills
- Sales Concepts
- Marketing Concepts

- Search Engine Marketing
- Social Media 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
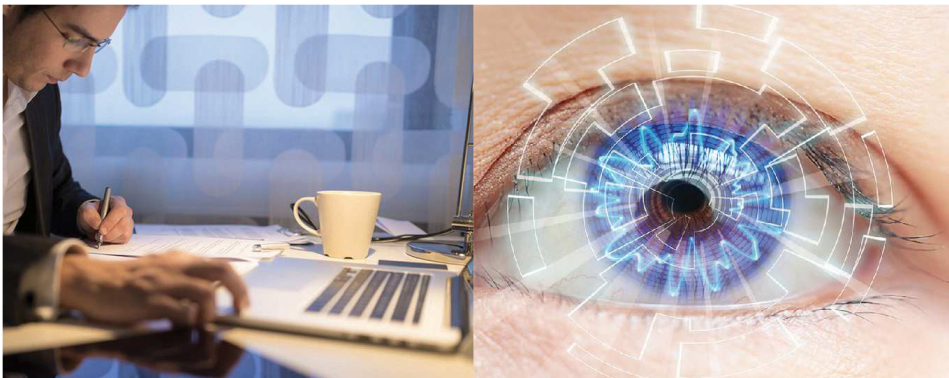
TALEGENT.

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

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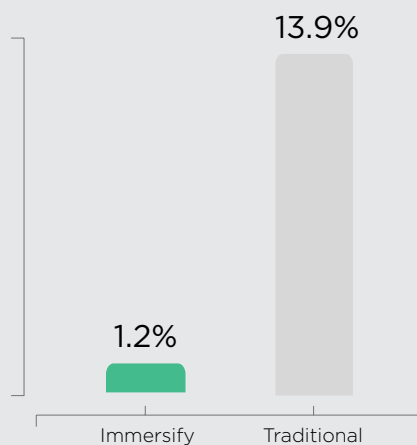
Has lower dropout rates than traditional assessments
Dropout rate and candidate feedback indicate a higher level of engagement than is typical for traditional assessments.

*** 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.**

TALEGENT.

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.

TALEGENT.

Gamify Suite

Gamification

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.
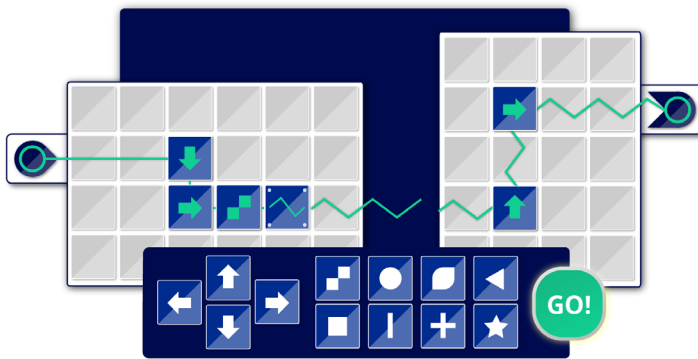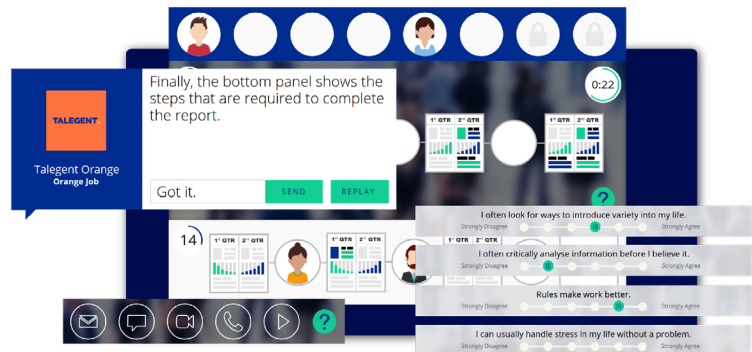
Logify

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.
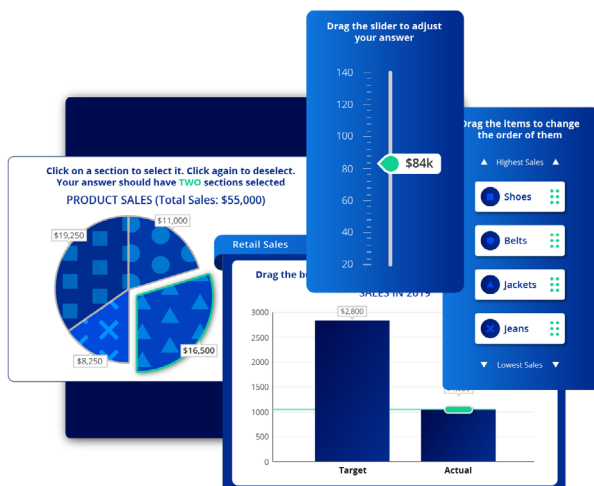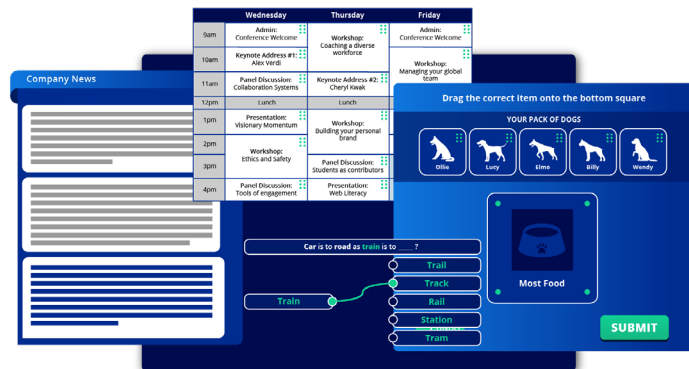
Numerify

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.

TALEGENT.

Situational Judgement

Talegent Situational Judgement allows you to assess candidates under virtual job conditions—to enhance predictive accuracy or help you make a better selection from a short list of candidates

Situational
Judgement

Situational Judgement

We've developed situational judgment tests that present candidates with video-based scenarios to gauge their response to a range of situations they will encounter on the job. These tests have been used both as a front-end screener and to make selections from a short list of candidates with high predictive accuracy.

A job simulation provides a fully interactive, game-like experience that's far more engaging for candidates. Plus, Talegent can tailor it to you to communicate your unique employer brand and give a flavour of your company culture – to differentiate your organisation in the competition for top talent.

Benefits

- Allows you to assess candidates under virtual job conditions
- Enhance predictive accuracy
- Help you make a better selection from a short list of candidates
- A job simulation provides a fully interactive, game-like experience that's far more engaging for candidates
- Tailored to communicate your unique employer brand and give a flavour of your company culture
- Integrate with competency-based personality, ability assessments and video interview screening
- Responses are measured in terms of key competencies
- Reduce or eliminate the need for assessment centres
- Simulations are easily customized to your organisation's job roles, culture and employer brand

TALEGENT.

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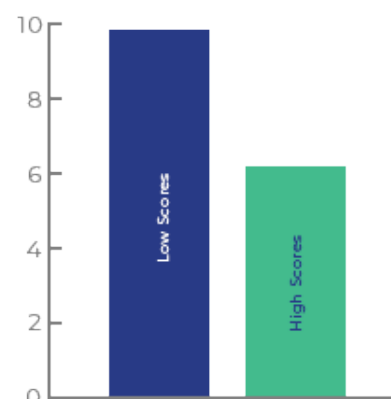
Employees with low Zero Harm Attitude Scores (bottom 3rd) have accident rates roughly twice as high as those who score in the high ranges (9.7% vs 5.9%) and are involved in approximately 40% more accidents

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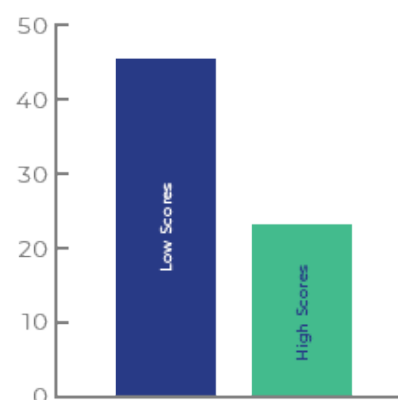
Looking at those who are involved in accidents we see that 44% of accidents involved employees who have low Zero Harm Attitude scores versus only 21% for those with high scores.

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.

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

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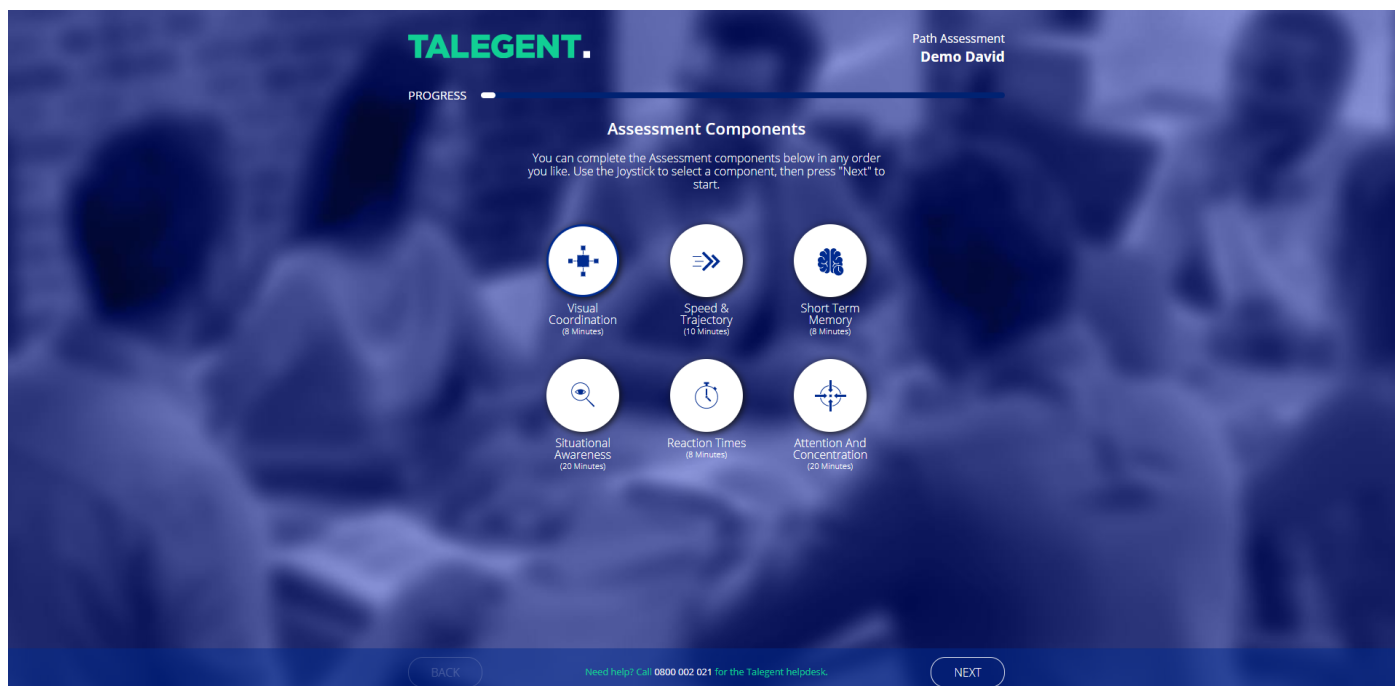
A client came to us because the psychomotor unit they were using was big and bulky, extremely expensive and the only one available. Because of its cost, they had to ship the unit between their various locations.

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

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.

Psychomotor
Skills

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
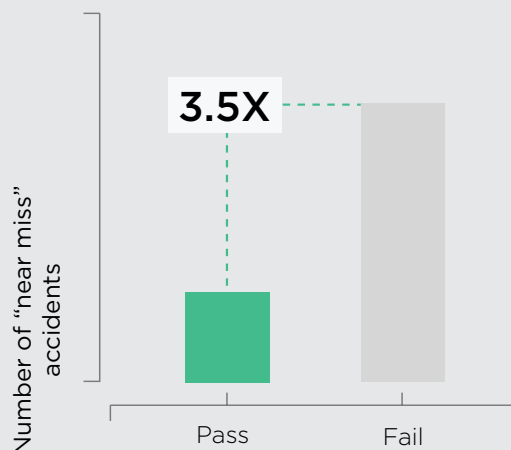
*** From Talegent Psychomotor Whitepaper 2016*

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.

Psychomotor
Skills
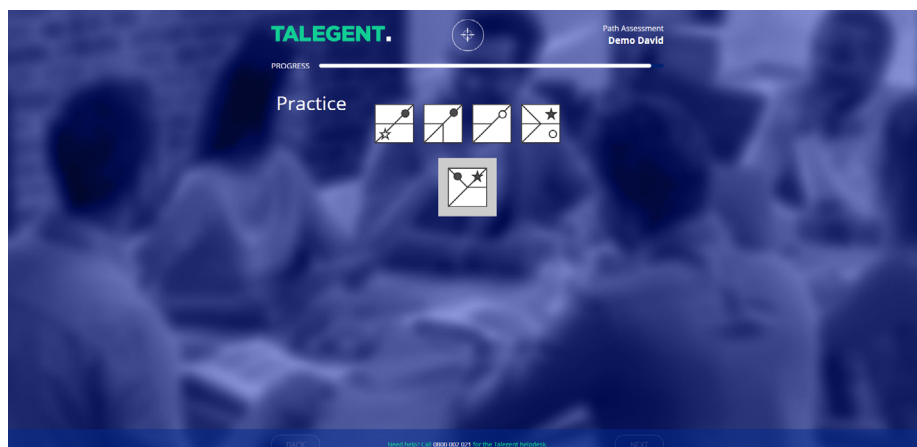
Scoring

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
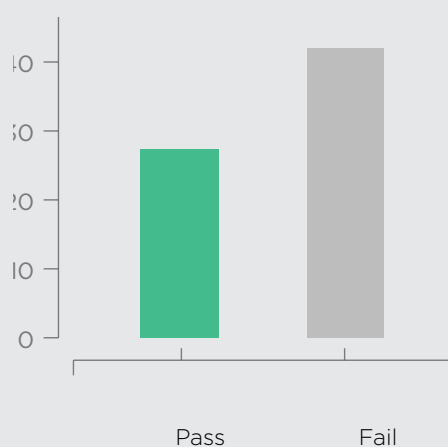
Rail workers who fail the Attention and Concentration assessment have 1.5x more accidents and injuries.

*** From Talegent Psychomotor Whitepaper 2016*

TALEGENT.

Psychomotor Assessment

Speed & Trajectory Judgement

Psychomotor
Skills

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.

Psychomotor Assessment
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
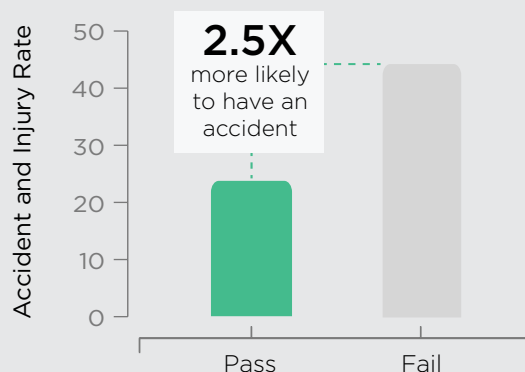
Rail workers who fail the Visual Coordination assessment have 2.5x more accidents than those who pass.

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

*** From Talegent Psychomotor Whitepaper 2016*

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Psychomotor Assessment
Situational Awareness

Psychomotor Skills

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.

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
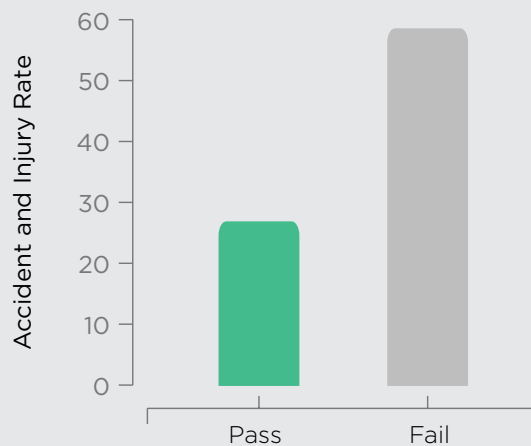
Rail workers who fail the Situational Awareness assessment have more than 3x higher rates of injuries which require medical treatment than those who pass.

** 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.

Psychomotor
Skills

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

Video Interview

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.

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

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.

" . . . 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. . ."

"

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….

"

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

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.

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. "

TALEGENT.

Interview Hub

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

Interview
Hub

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.

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.
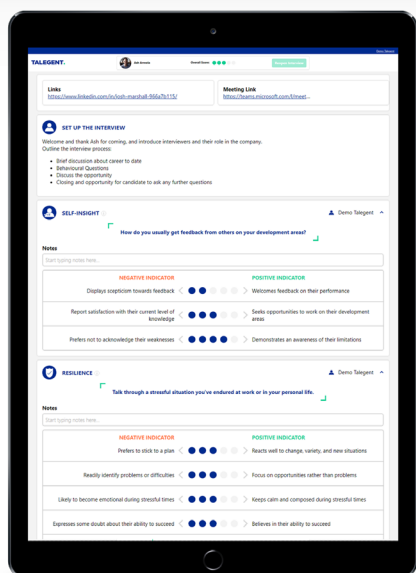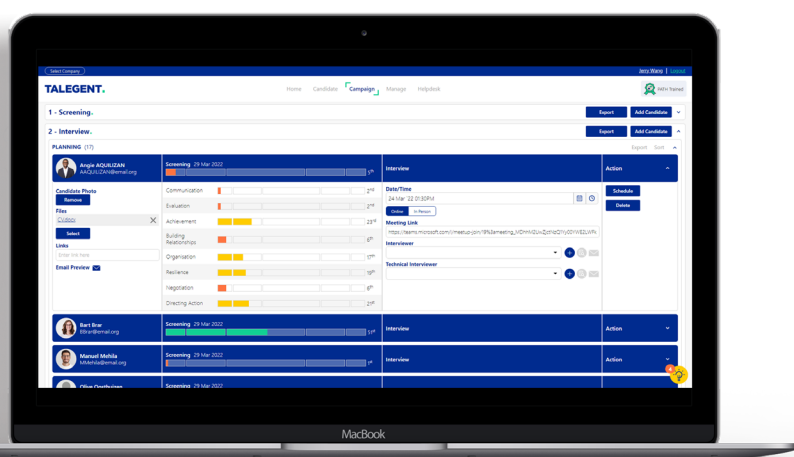
Optimised for **computers and tablets** so interviewers can set up the information and **interview on separate screens.**

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.
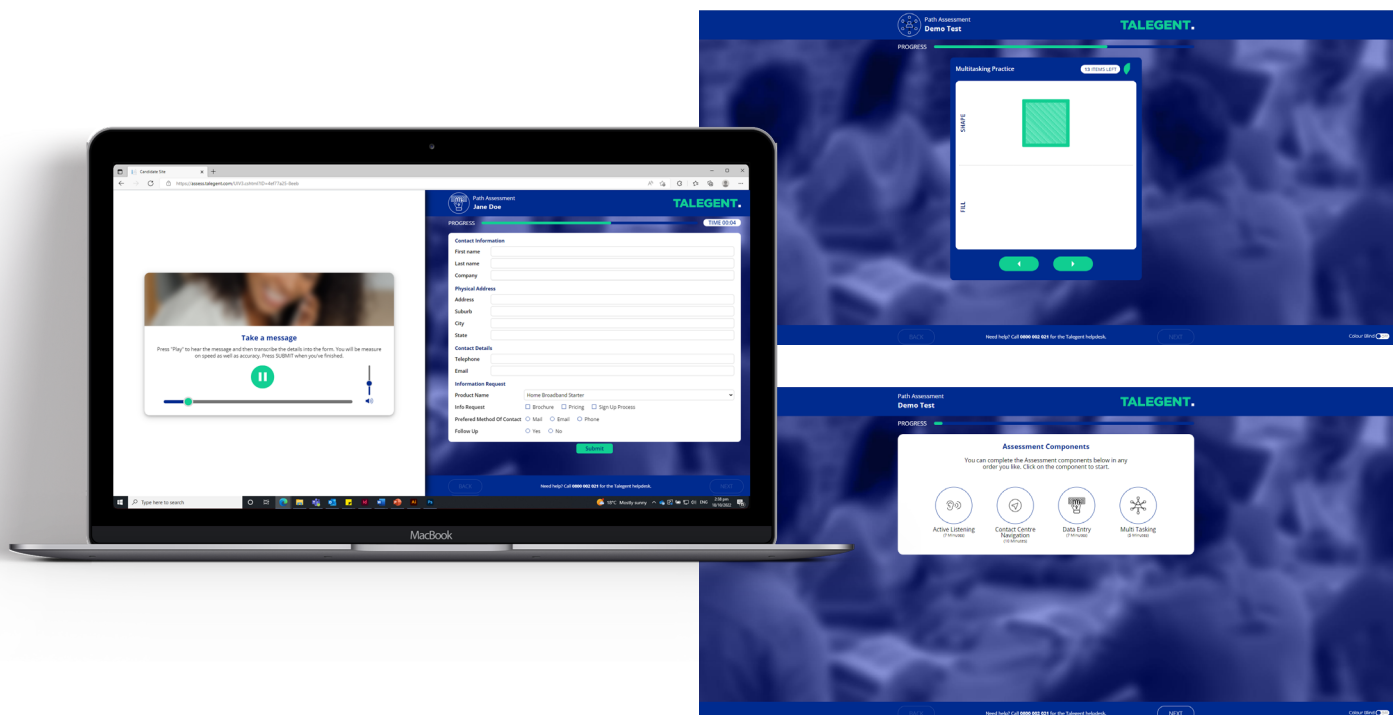
Multitasking

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
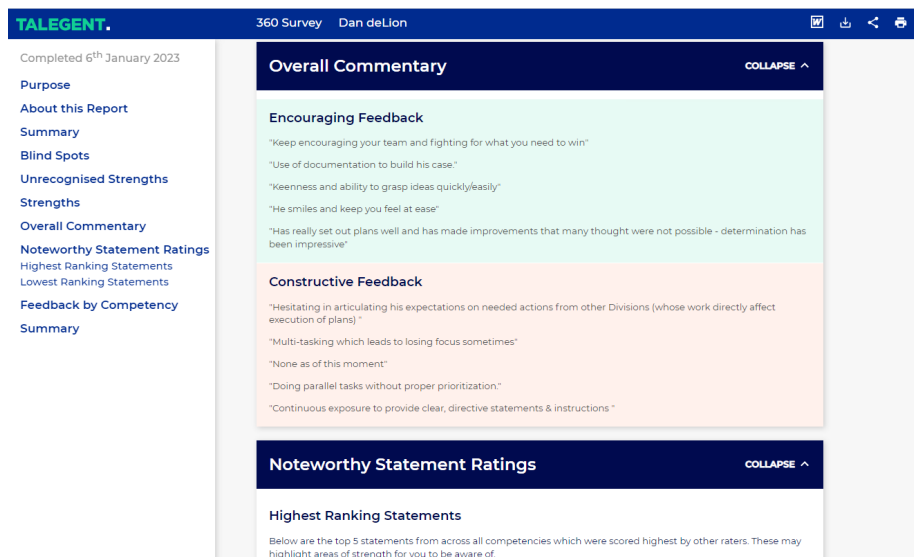
Benefits

- **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.

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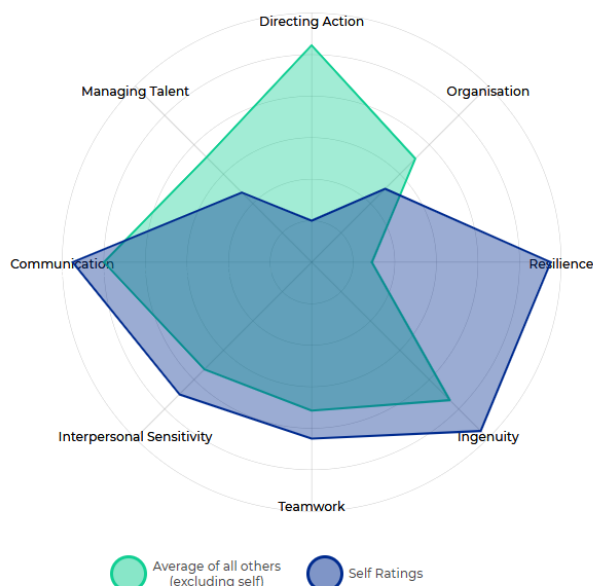
Talegent 360 is a **valuable tool** for organizations looking to enhance the **performance** and **development** of their employees.

TALEGENT.

Conversely AI

Conversely AI is Talegent's AI-powered solution for measuring a candidate's English proficiency across four parameters: Writing, Speaking, Listening and Reading.

Conversely
AI

Conversely AI

Conversely AI is an AI-powered English language assessment solution that measures a candidate's communication skills across reading, writing, listening and speaking, aligned to the globally recognised CEFR framework. The assessment removes the time, cost and subjectivity associated with traditional language testing. Candidates complete the assessment remotely, while organisations receive consistent, objective results that clearly indicate English proficiency levels from A1 to C2. This supports fairer hiring decisions and reduces administrative effort.

Conversely AI

Assess English Proficiency Across Four Key Components

Reading

Evaluates a candidate's ability to understand and interpret written English, including comprehension, vocabulary and verbal reasoning through short written passages.

Listening

Measures how effectively candidates understand spoken English, assessing comprehension, interpretation and understanding of tone in realistic listening scenarios.

Speaking

Assesses spoken English using AI-driven analysis aligned to CEFR standards, focusing on fluency, pronunciation and overall spoken communication quality. the interview.

Writing

Evaluates written communication through advanced linguistic analysis, measuring grammar, structure, accuracy and clarity in written responses.

Key Benefits

- **Immediate:** Automated results and reports are generated instantly without delays or manual scoring.
- **Validated:** CEFR-aligned scoring provides an internationally recognised benchmark, supporting confident and fair hiring decisions.
- **Immersive:** An engaging, user-friendly assessment experience keeps candidates focused and motivated
- **AI-Powered:** Advanced AI technology delivers accurate, consistent results by objectively analysing language skills across all assessment components.
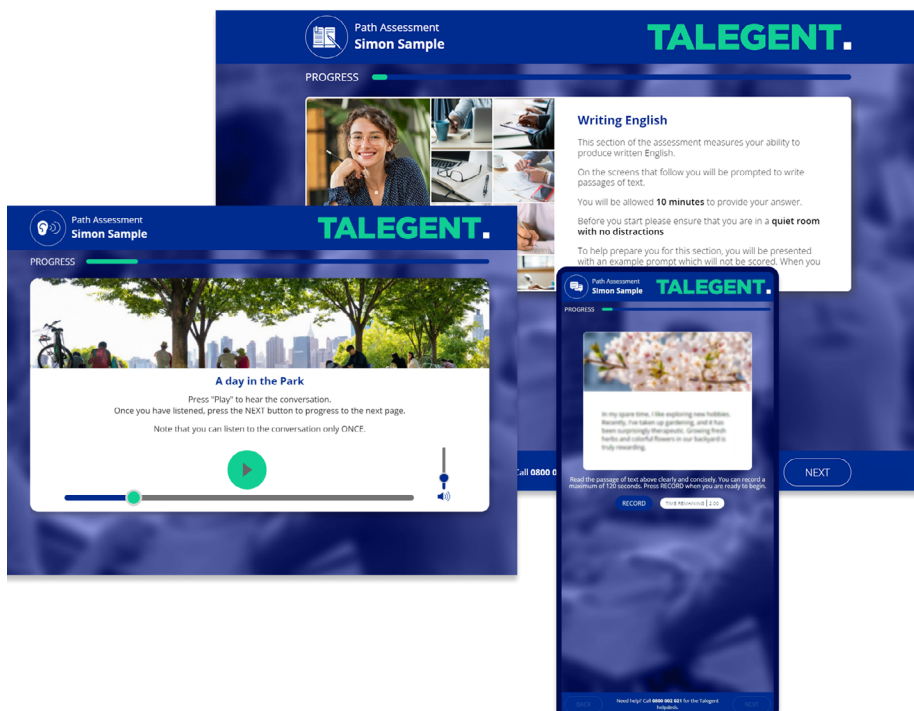
TALEGENT.

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
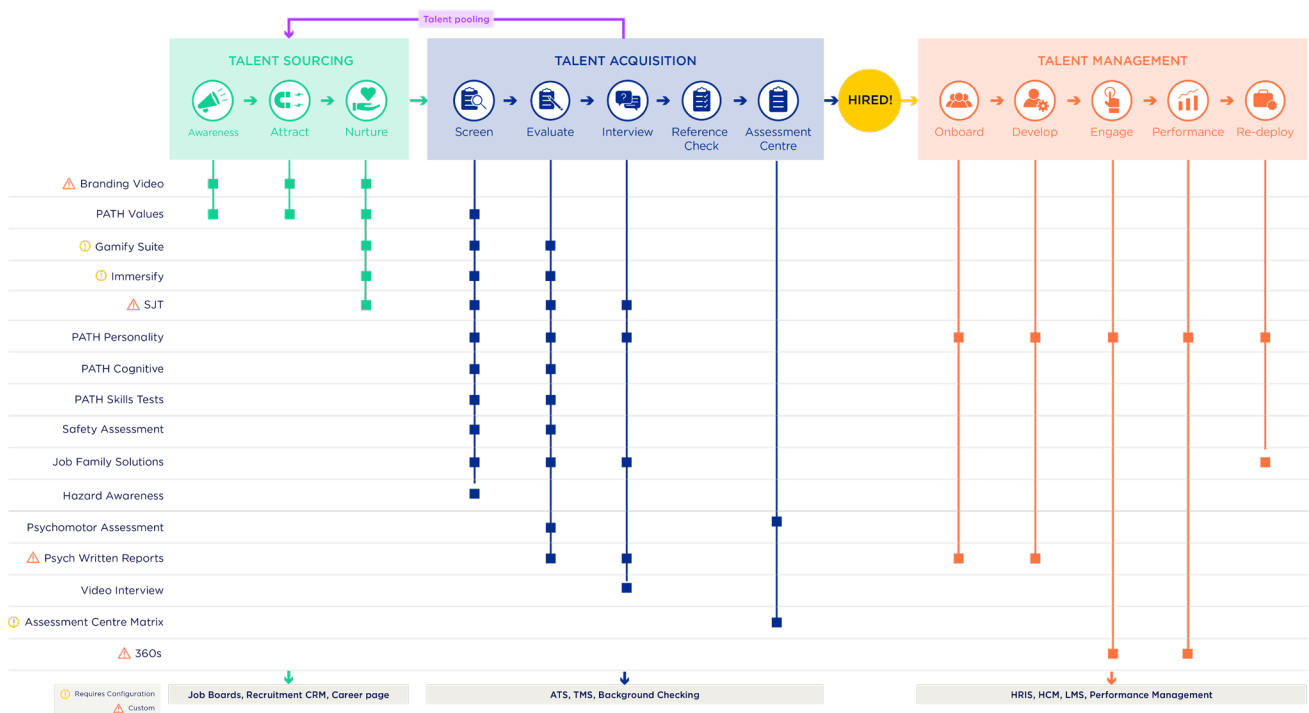
Starting by mapping your candidate journey, we deliver creative solutions for predicting human performance that are designed to maximise engagement, predict & optimise your employer brand.

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'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.
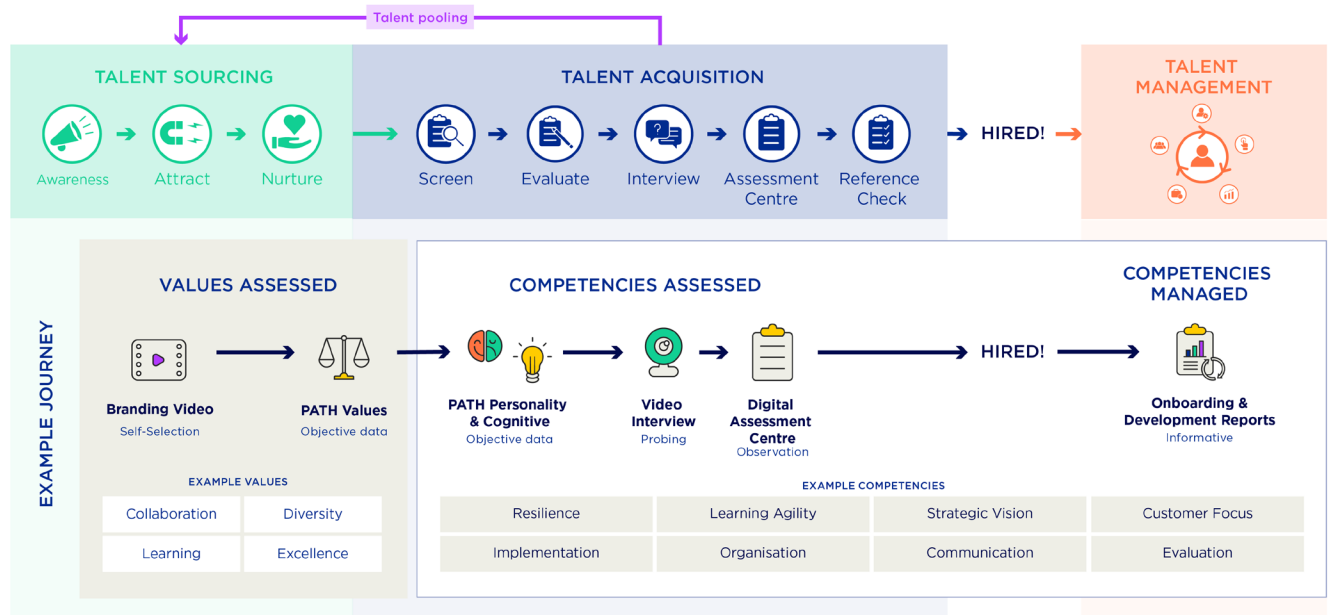
COMPETENCIES

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

"

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.

"

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

"

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.

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
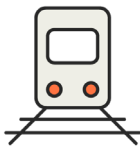
Rail

The Talegent Railway Assessment Solution

The most comprehensive assessment available specifically for railways

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

Accident and Injury Rate

50
45
40
35
30
25
20
15
10
5
0
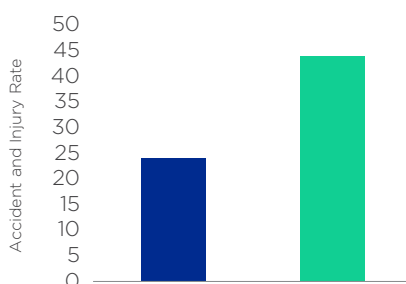
Situational Awareness -
- **FAIL = 3x** more injuries that require medical treatment

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

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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

- PASS
- FAIL

Reduce the number workplace accidents and injuries by

33%
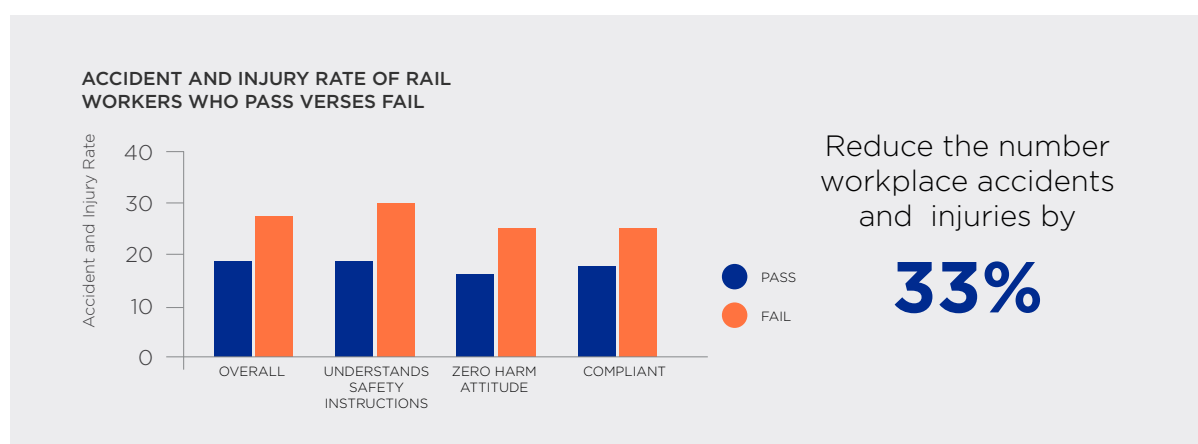
Cognitive Ability

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

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The Talegent Railway Assessment Solution

Rail
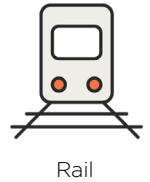
Personality

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!

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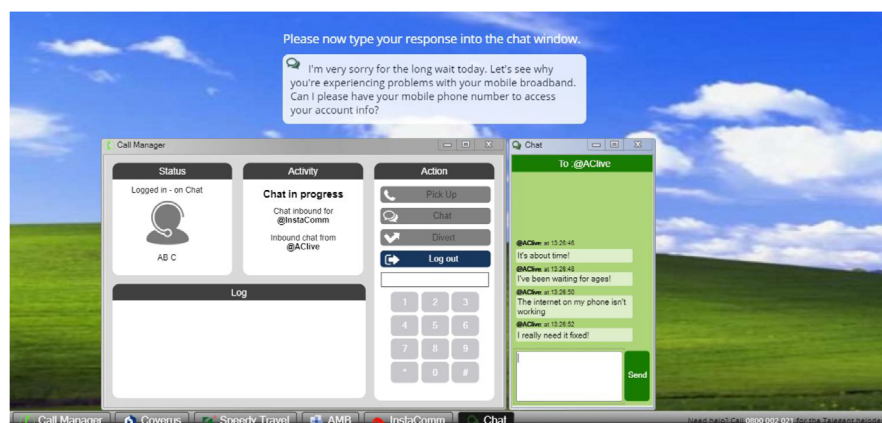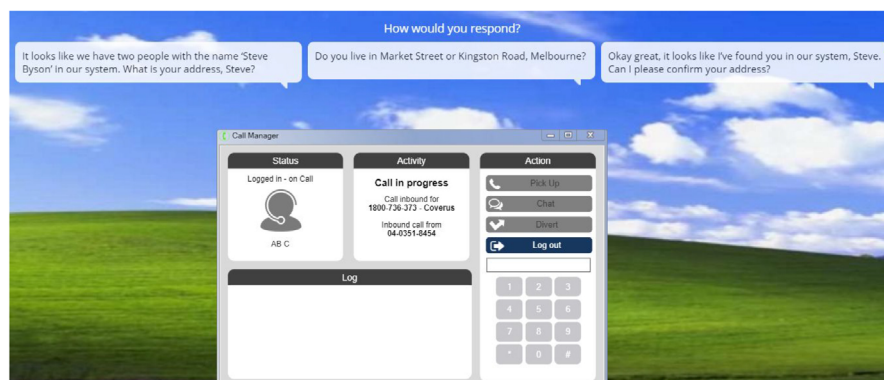
Case Study

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
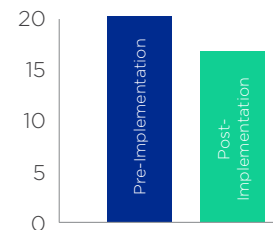
Turnover of new hires in the first 3 months reduced by **36%**

> "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"

TALEGENT.

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.

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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

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Services

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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.

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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.
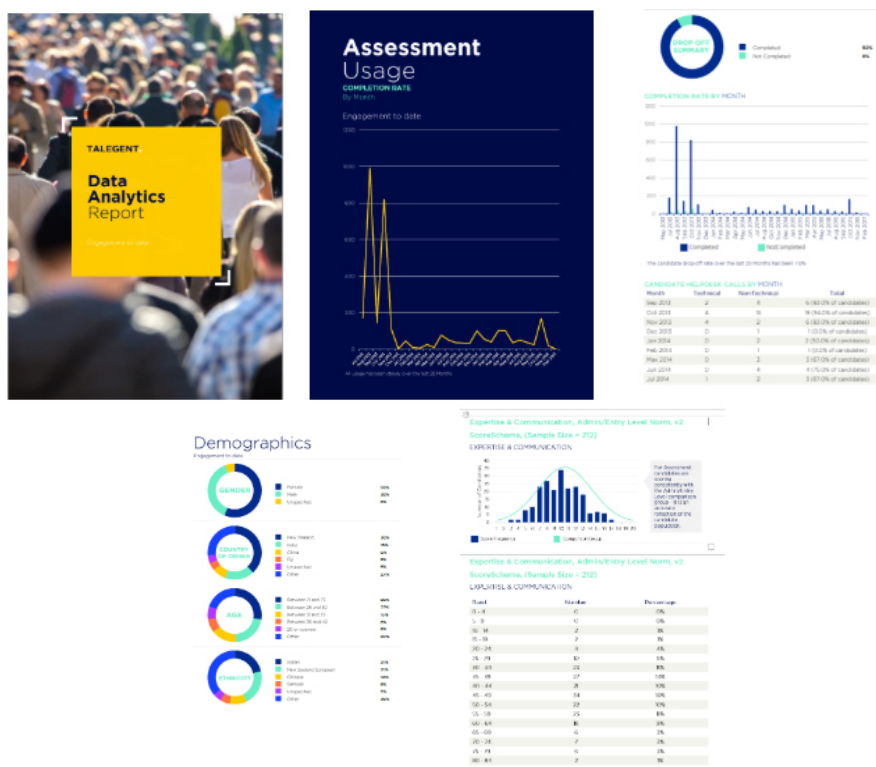
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Executive Assessment

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.

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.

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

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Talegent Training Workshops

Talegent Training Workshops 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

Talegent Training Workshops

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 focused follow-up expert support.

The Talegent Comprehensive Certification 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
"

TALEGENT.

Talegent Training Workshops

Apply Psychology with Industry Leaders

TALEGENT COMPREHENSIVE CERTIFICATION 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 Comprehensive Certification 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.

TALEGENT 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 Comprehensive Certification 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.
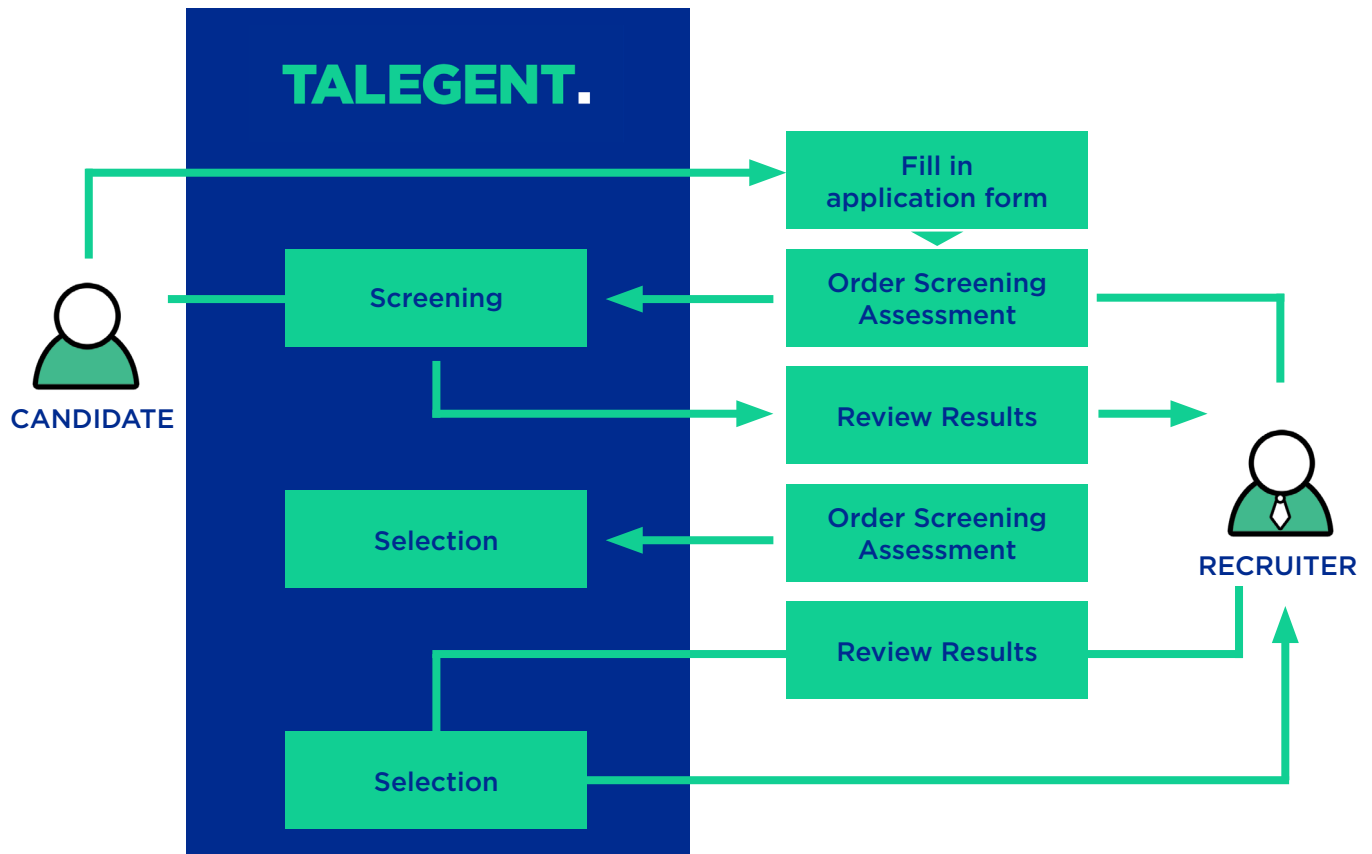
Integration

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

TALEGENT.

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.

TALEGENT.

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New Zealand
Corporate Headquarters
Level 8, 16 Kingston
Street, Auckland City 1010
0508 ASSESS
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or (09) 282 4739

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West Tower, 12 ADB
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Mandaluyong City
+63 2 949 7003

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Jl. Boulevard Barat Raya
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Barat, Kelapa Gading,
Jakarta Utara
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4000
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