

ASSESSMENT FACT SHEET



Making a bad hire is surprisingly common. Despite rigorous testing, chemistry sessions and multiple interviews, it can be very difficult for employers to understand whether an individual would actually be effective in role – and getting this wrong can be extremely costly.

That's where assessments can be most impactful. Getting great people – those who go above and beyond in meeting the role criteria – is really good news. It has a profound impact on quality of output and is truly beneficial to the business in question. Great employees are valuable in and of themselves, but they also drive wider team performance, inspire others and make recruiting other great people easier.

Effective assessments help organizations identify future high-performers and ensure ongoing success. But, they also allow candidates to accurately gauge an employer and assess their own suitability for the organization in question.

Assessments support the ability of recruitment teams to quickly identify the best candidates, without relying on costly and slow manual processes. This helps to reduce costs, free up resources, speed up time to hire and provide an improved candidate experience.



BENEFITS

When correctly deployed assessments provide an improved recruitment experience for both candidates and employees.

- **Reduces cost per hire**

By lowering the effort required by recruitment teams through automation and accurate assessments you'll reduce the cost of identifying suitable candidates in your pipeline.

- **Improves attrition rates**

Implementing the right assessments ensures that only suitable candidates will reach the final stage, so they are far less likely to decide the role isn't for them and leave soon after joining.

- **Identify future high performers**

Understanding the profile of a great hire ensures the process highlights future high performers during the recruitment process.

- **Improved candidate experience**

Quickly ruling out unsuitable candidates improves the overall experience for those who don't move forward, meaning candidates aren't waiting around for an outcome.

- **Diversity**

Introducing objective, bespoke assessments that don't lean on a candidate's experience level ensure a diverse range of candidates progress through the process.

“Employers need to select candidates for new, and sometimes even unknown, skills. But, some things seem eternal. Employers start with lots of people at the top of their recruitment funnel and they need to make sure that they get the right people at the bottom.”

FOR MORE INFORMATION, CONTACT US

To find out more, speak to your Client Manager or contact Lee Griffiths, Head of Talent Advisory Global Center of Excellence at Lee.Griffiths@peoplescout.co.uk

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JOB ANALYSIS AND FRAMEWORK DESIGN (SINGLE ROLE)

Research and analysis of individual roles to identify key skills and characteristics for success.

Desk research and template design to support interviews with incumbents (x6), line managers (x4) and senior stakeholders (x4). Production of job analysis report consolidating findings and creation of an assessment framework including 1x round of amends.



SITUATIONAL JUDGEMENT TEST

Bespoke tool mapping questions to known role requirements providing users with the chance to consider realistic, individual decisions. Products are based on using an existing assessment framework. Output of SJT design will be supplied to be built into existing client technology, PeopleScout can support with this if required.

LINEAR TEXT BASED

Questions are sequential and presented in a consistent order for all users. Content is text based only.

LINEAR TEXT AND IMAGE BASED

Questions are sequential and presented in a consistent order for all users. Content is text and image based.

RANDOMISED TEXT BASED

Questions are randomised providing each user with a slightly different set of questions and experience. Content is text based only.

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REALISTIC JOB PREVIEW

Match Me Tool to help users understand individual job requirements. Includes scenario generation workshop with incumbents and senior stakeholders, as well as 15-20 scenarios, scoring mechanics and feedback statements.

LIGHT

Text and image based option providing insight into the role.

CORE

Text, image and audio based option providing insight into the role.

PREMIUM

Audio and video based option providing insight into the role.



AC DESIGN

Individual assessment exercises for final round AC; interview, role play, group exercise, in-tray exercise, presentation.