

## FACT SHEET

# PeopleScout Assessment Transformation



## Boost Quality and Retention with Assessment Transformation

Making a bad hire can be costly. That's why a streamlined and effective assessment process is crucial to any recruitment program. Assessments support the ability of organizations to quickly identify the best candidates, without relying on expensive and slow manual processes which may be hiding bias.

Whether you want to refresh your assessment approach or technology or design an assessment framework from scratch, PeopleScout's Assessment Transformation team can help you deploy assessments that provide an improved recruitment experience for both candidates and employees. Our assessment team, comprised of occupational psychologists, work with you to build or adapt your process to enable candidates to perform at their best and bring their whole self to the assessment process.

## How it Works

The PeopleScout Assessment Transformation team works with your team to understand your hiring objectives and produce in-depth recommendations to help you achieve the right outcomes. Following a comprehensive analysis of your current tools and methodologies, we support you with the design, execution and delivery of a new assessment framework that aligns with your business strategy and your company's culture and values.



### The result?

You engage, assess, hire and retain talent with the competencies and strengths you need—now and in the future

# Value

- » You receive an assessment toolkit that delivers an exceptional candidate experience
- » Assessments are aligned to your values, the necessary competencies and strengths for the role as well as your organization's brand pillars
- » Creates an engaging and efficient assessment process for candidates which gives a realistic role profile, so your candidates will understand the role they are applying for and why they are being assessed in a certain way
- » Focused on future fit and potential of candidates to grow with your organization

## BENEFITS OF ASSESSMENT TRANSFORMATION

- » Enhanced employee retention and internal mobility through future fit assessment at the recruitment stage
- » Improved DE&I outcomes through a more inclusive, objective and merit-based assessment framework
- » Increased return on investment on your recruitment spend and greater employee engagement

## What Are People Saying

“Heathrow were looking to further embed our values in our organizational culture by developing a new Values Framework to be used at key stages of the talent lifecycle, including recruitment and performance management. These would create the foundation for assessing and reviewing behaviors. Heathrow partnered with PeopleScout to develop a values framework for each job level, and then to create an interview framework that would be effective for roles at all levels in the organization. Timescales were very tight and PeopleScout worked in a structured way with key milestones and deadlines agreed up front. Their assessment psychology team’s expertise and experience was critical to the success of the project. Roll out of the frameworks and interviews have been very positively received and have significantly improved how we assess and measure the values and behaviors at Heathrow.”

**Lisa Kelly, Head of Talent and Performance**  
Heathrow International Airport

