

Make better hiring decisions with the *right* testing and assessments

Use pre-employment assessments as strategic tools to eliminate the guesswork from hiring.

Scout Talent Group & Testgrid



Housekeeping

- Your microphones are on mute so we can't hear you, however we'd love your participation
- We'll launch some Audience Polls throughout the session
- If you have any questions or comments, please type them into the GoToWebinar Action Pane on the right side of your screen
- The webinar recording and slides will be emailed afterwards



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Today's Agenda

- The different **types** of psychometric testing
- The most **predictive** elements in recruitment – the most accurate indicators of on-the-job performance and cultural fit/add
- What **ROI** can you expect to achieve through using testing in recruitment?
- **When** to use testing
- **Practical applications** and examples.

POLL

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Validity Ladder

Validity of Various Selection Methods

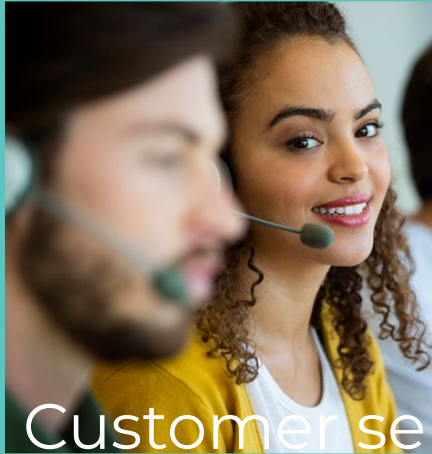


Assessment Method



Average Correlation with Overall Job Performance

All businesses and role types can benefit from testing



Customer service



Apprenticeship



Administration



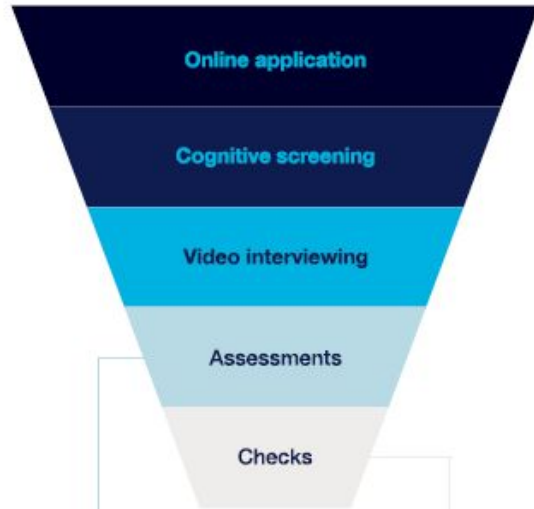
Graduate

Case study: Gaining ROI through testing

- **The challenge:** High turnover (45%) and a goal to improve customer service levels.
- **The solution:**
 - Reviewed their strategic priorities and recruitment process
 - Identified key behavioural competencies
 - Introduced Abstract + Behavioural + Emotional Intelligence testing
- **The results:**
 - 87% drop in hiring, as turnover decreased
 - Increased quality of candidates to interview stage and hired
 - Team leaders freed up to focus on business improvement.

POLL

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- ✓ Behavioural assessment
- ✓ Skills assessment
- ✓ Emotional Intelligence
- ✓ Safety assessment
- ✓ Specialty testing

- ✓ Background checks
- ✓ Reference checks

Testing for customer service vs. senior leadership roles



Customer Service:

- Verbal Reasoning
- Abstract Reasoning
- Personality/Behavioural



Senior Management:

- Cognitive Ability/Business Reasoning
- Personality/Behavioural
- Emotional Intelligence

Customer Service



Senior Leadership



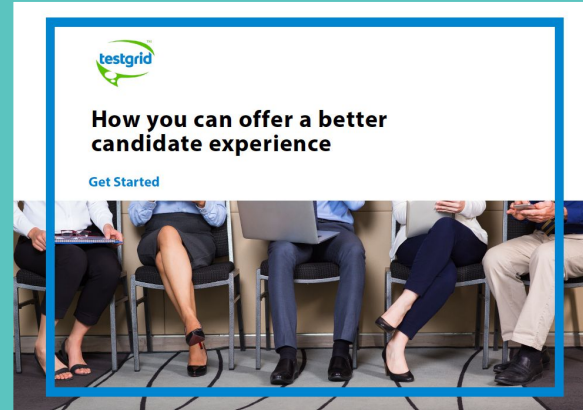
Q & A

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Special offer + free resources



Integration valued at \$2000



Keep an eye out for an email after this webinar!

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