

The future of talent assessment



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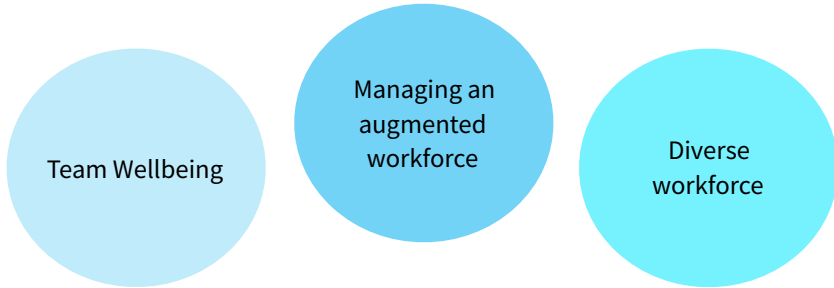
The Future of Talent assessment

What to assess?

How to assess?

Who has the
power?

What to assess?



Navigating the future of work...



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How to assess?

Hired vs. Non-hired



Average Hire vs. High Performer







Article

The Readability and Simplicity of Donald Trump's Language



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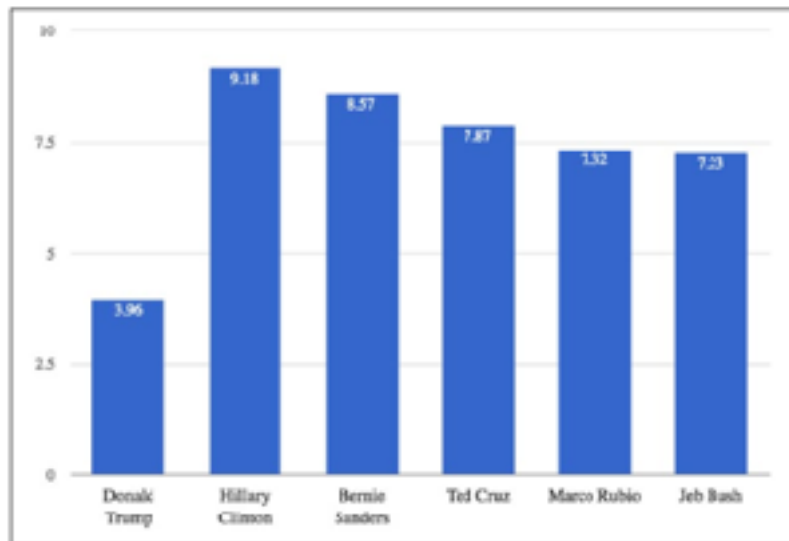


Figure 1. Average Flesch-Kincaid Grade Levels of All Analyzed Candidates.

Table 2. Percentage of Complex Words, Average Words per Sentence, Average Number of Syllables per Word, and Average Number of Clusters per Word for Each Analyzed Candidate.

Candidate	Percentage of complex words (4 syllables)	Average words per sentence	Average syllables per word	Average clusters per word
Donald Trump	7.31	9.91	1.31	3.78
Hillary Clinton	11.21	19.95	1.44	4.2
Bernie Sanders	11.81	17.9	1.45	4.2
Jeb Bush	10.91	15.1	1.41	4.15

Recruiting Automation Landscape

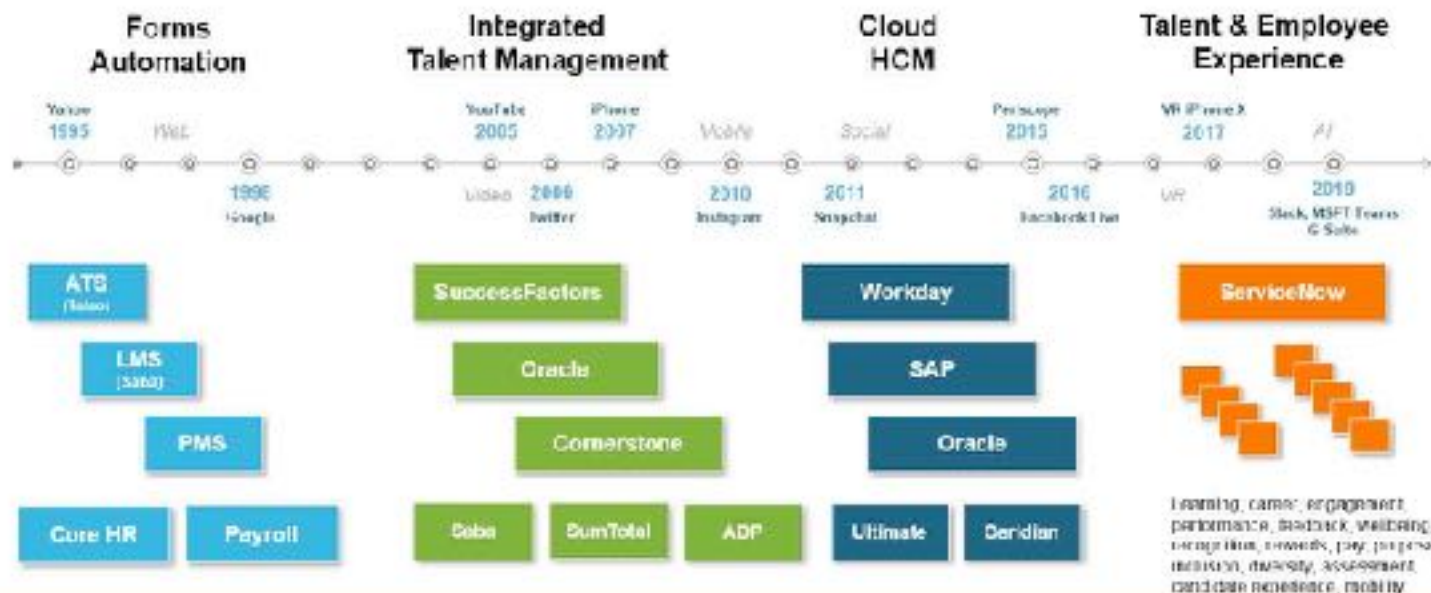


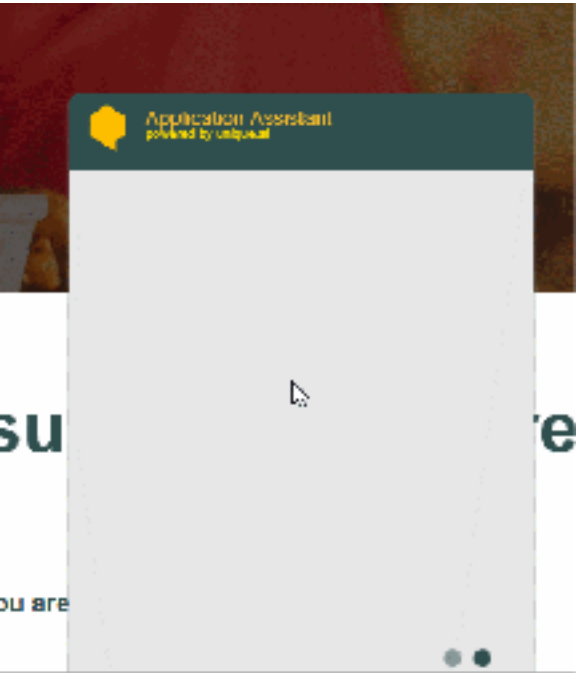
- Global HR tech spending over \$40 billion and growing +10% per year
- \$12 billion of new investment capital in the last two years
- 2/3 of companies are < 3 years old
- Bersin follows 1,400 global-HR tech companies—most of which range from start-ups to mid-sized vendors

Who has the power?

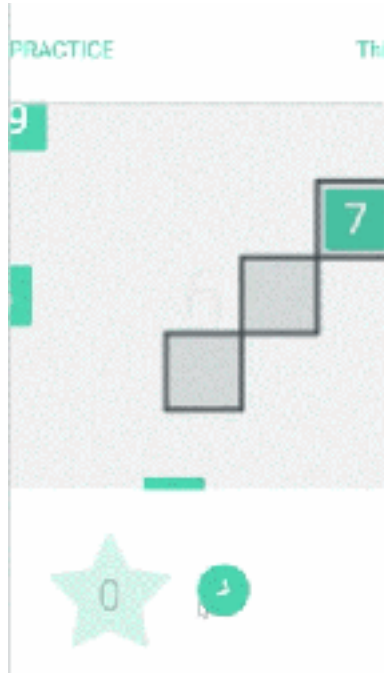
The Evolution of Talent Systems

From Process-Centric to Experience-Centric





More **interactive**



More **game** based



More **immersive**

Tips for Self-Development

Challenge Areas

Your three lowest rated scores are shown below together with tips outlining how to overcome and how to work around your relative development areas.

CREATIVITY

VARIETY SEEKING

When you seek to introduce change, try to find this in areas where there are numerous barriers, and overcome the impact of the change on others, especially those who are responsible for the change. What obstacles do you face that otherwise take longer to accept change than you?

What roles will have more varied tasks. Try to motivate yourself to complete these. Identify how you can build these into your day to meet objectives related to non-urgent matters, data, research, etc. Consider the possibilities.

ADAPTABILITY

POSITIVE

Identify someone who has a reputation for receiving a good reward when recognising a positive outcome and use this to encourage increasing your own positive interactions. Can you apply their feedback to your own work?

Set aside time for, and give priority to, identifying possible obstacles and issues that could arise in a situation. Make contingency plans.

ASSERTIVENESS

CONFIDENT

Think about situations in which you make business decisions, particularly those where you are a customer. Use customer experience challenge and question your own. How might you benefit from that? Is your status as your authority, someone's superior position when working with colleagues? Are there situations where you are others would benefit from giving someone else the opportunity to lead? How would this improve itself?

Tips for Self-Development

Signature Strengths

Your three highest rated scores are shown below together with tips outlining how to leverage your relative strengths at work and how to avoid overusing them.

SUPPORTIVENESS

HARMONISER

Consider whether there are times when, for yourself or another, you are getting on well when you might expect the opposite to occur. Are there times when being less assertive or someone might be necessary for full completion? How can you ensure an appropriate balance between maintaining good working relationships with your colleagues and getting the job done?

Reflect on the role you take when there is conflict between colleagues. Are there times when you might be too quick to intercede and/or take sides? Consider how to build your involvement in situations where your results are critical.

SUPPORTIVENESS

INSPIRATIONAL

Consider how you can share your skills and ideas. Are there any individuals who are not being reached or motivated by you? Follow up on the services you use as a customer. How do you use your services and what do people sometimes complain about? Can you identify any areas for improvement? Consider what you can do to help people being inspired?

SUPPORTIVENESS

MOTIVATOR

Think about how you motivate others. Could you experience with a greater range of activities motivating your colleagues? Consider strongly motivating or demotivating words that you use that you might apply this in different situations.

Think about whether there are situations where it is best to let others motivate themselves. Do you give others sufficient responsibility for doing this? Are targets clearly defined? Have objectives?

Your preferred roles

Below is a list of roles at Cubiks - the role at the top is your most preferred, based on your ratings. The one at the bottom is your least preferred, based on your ratings.



Consulting



Human Resources Advisor



Software Engineering



Finance Assistant

[Apply to Cubiks](#)

FoW starts now, it's time to look at your competencies

New assessment formats can be engaging and insightful for candidates



Make smarter use of your data and don't choose style over substance!

Look for assessment providers able to integrate with other technologies

QUESTIONS?