

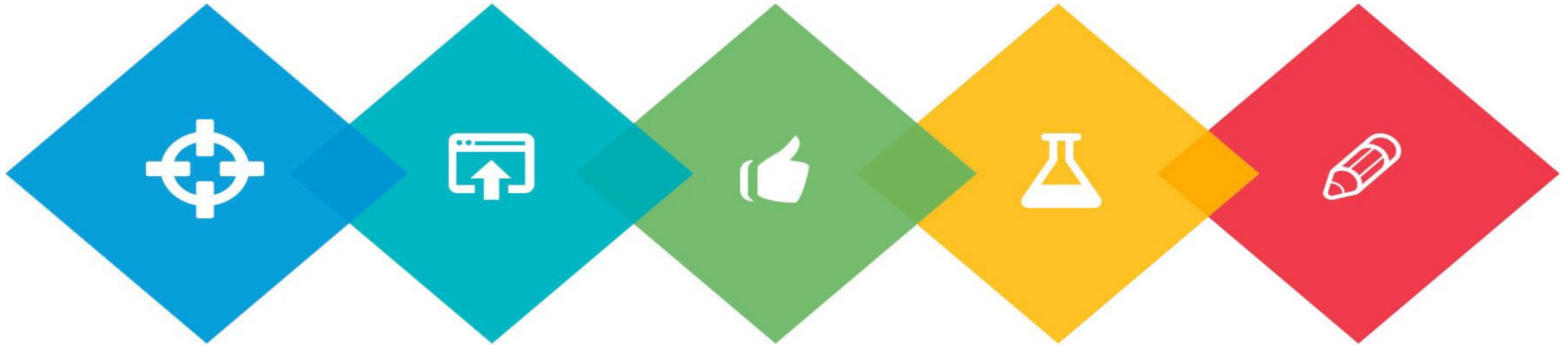
# Come On, My Selector: Talent Acquisition Landscape - Select



**Matt Charney**

Global Lead, Market and Industry Research  
Allegis Global Solutions

# Assessment Overview



## HARD SKILL TESTS

Typing Tests, Math Skills,  
MS Office,  
Language Skills

## WORK SAMPLE TESTS

Situational Judgment Test,  
System Design Architecture,  
Presentations,  
Safety & Risk, Coding Tests

## INTERVIEWS

Structured,  
Unstructured,  
Behavioral,  
Video OnDemand,  
Video Live

## CULTURAL, BEHAVIORAL, COGNITIVE

Culture Fit,  
Behavioral Fit,  
Cognitive Ability

## PERSONALITY

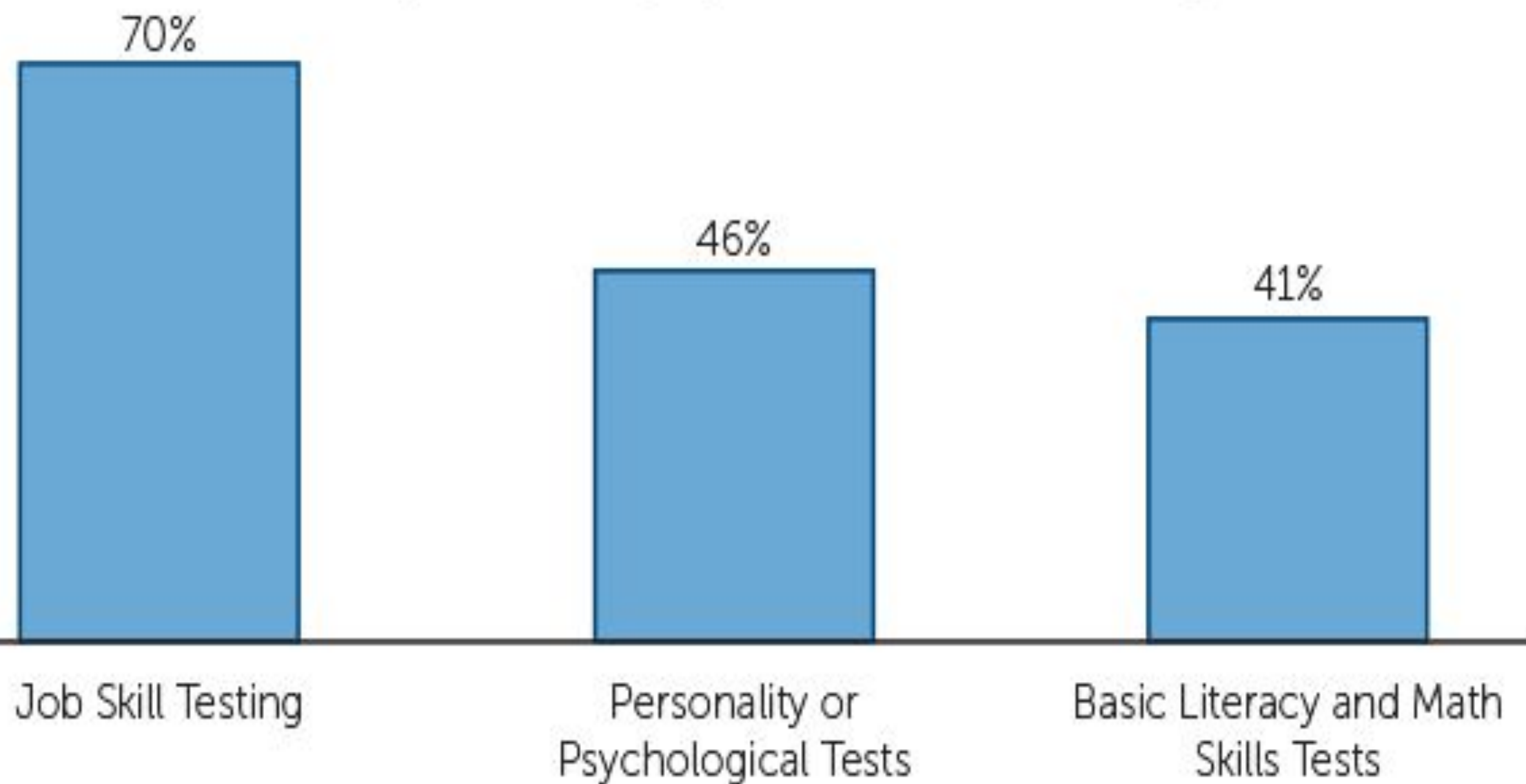
Myers-Briggs,  
Strengths Finder,  
Executive Personality  
Assessment

**HARD  
SKILLS**

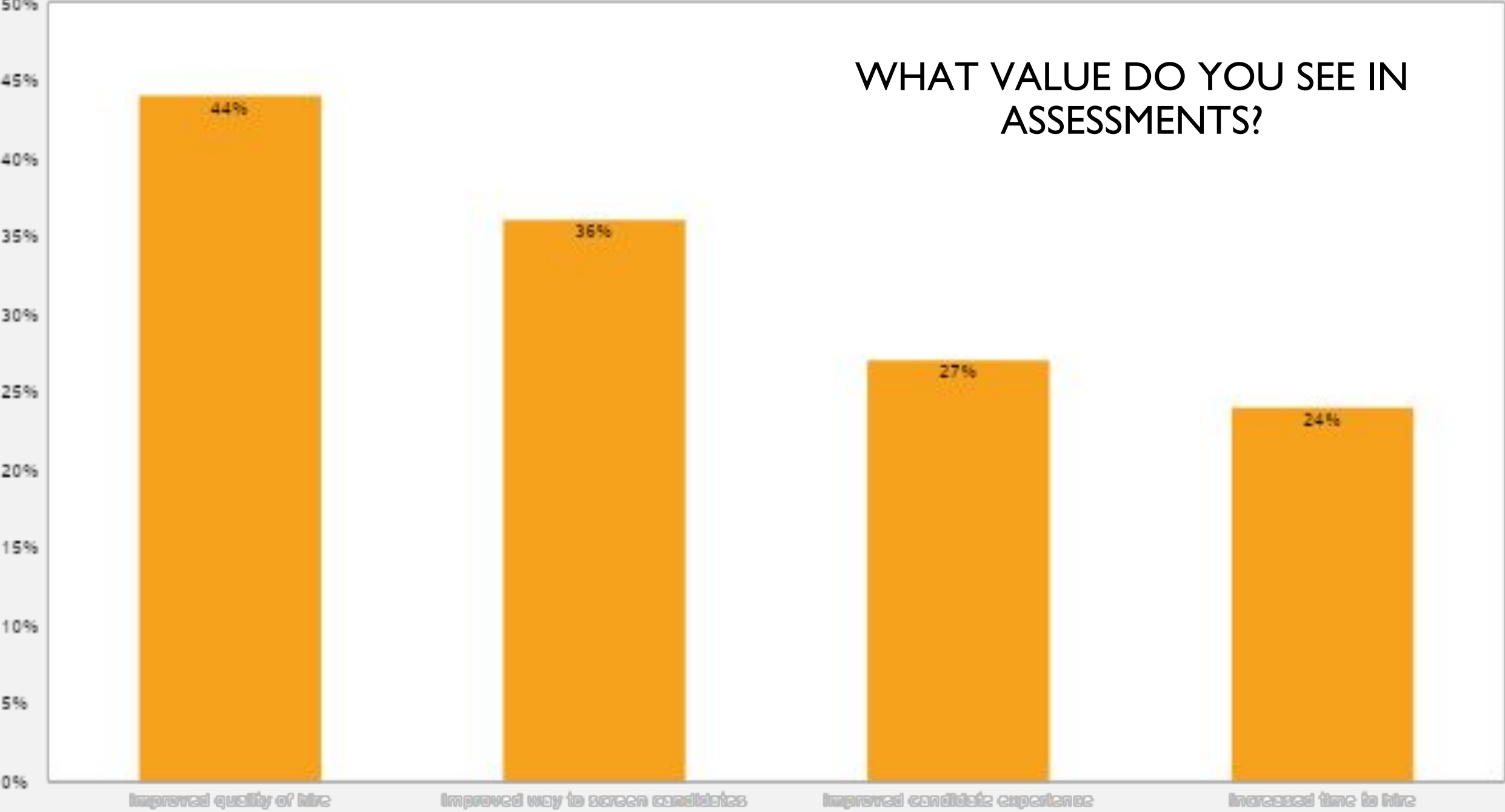


**SOFT  
SKILLS**

# Percent of Employers Using Types of Pre-Employment Tests



# WHAT VALUE DO YOU SEE IN ASSESSMENTS?



# The Business Impact of Pre-Hire Assessments

**4X**

4 times  
improvement in  
quality of hire

**42%**

42% more  
likely to  
improve the  
candidate  
experience

**3X**

3 times more  
likely to reduce  
turnover

Source: Aptitude Research Partners 2017 Hire, Engage, and Retain, n=330

# HOW COMPANIES USE ASSESSMENTS

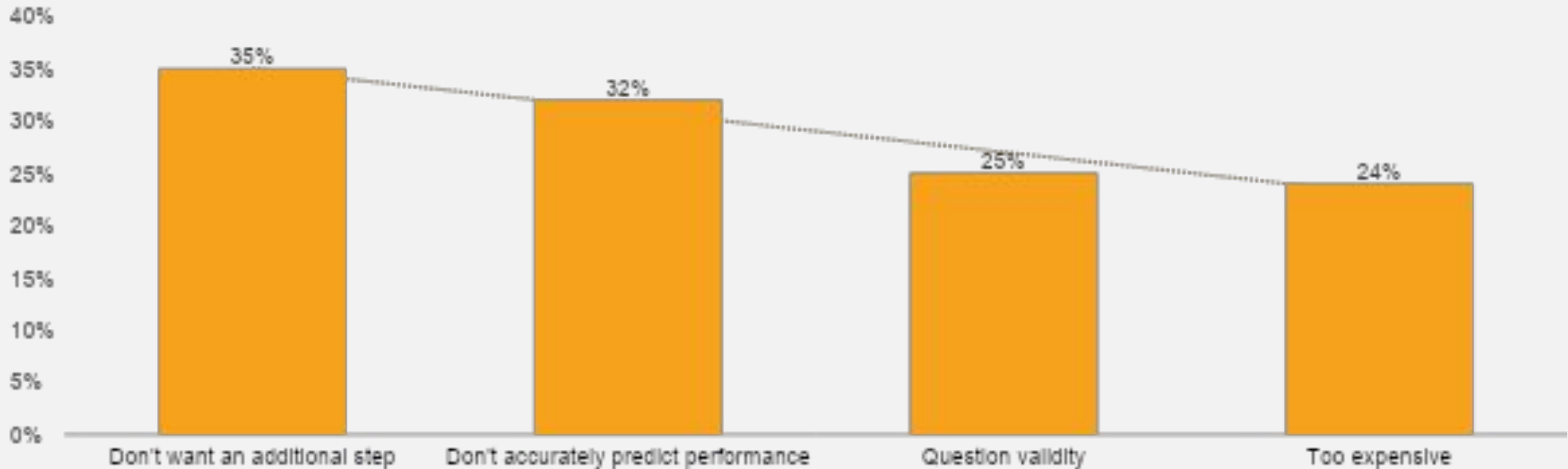
**1 in 3** companies said assessments were less effective than phone screens & in person interviews for slating & selection



# WHY COMPANIES DON'T INVEST IN ASSESSMENTS.

**7%** of companies are worried about  
the time for managers to review

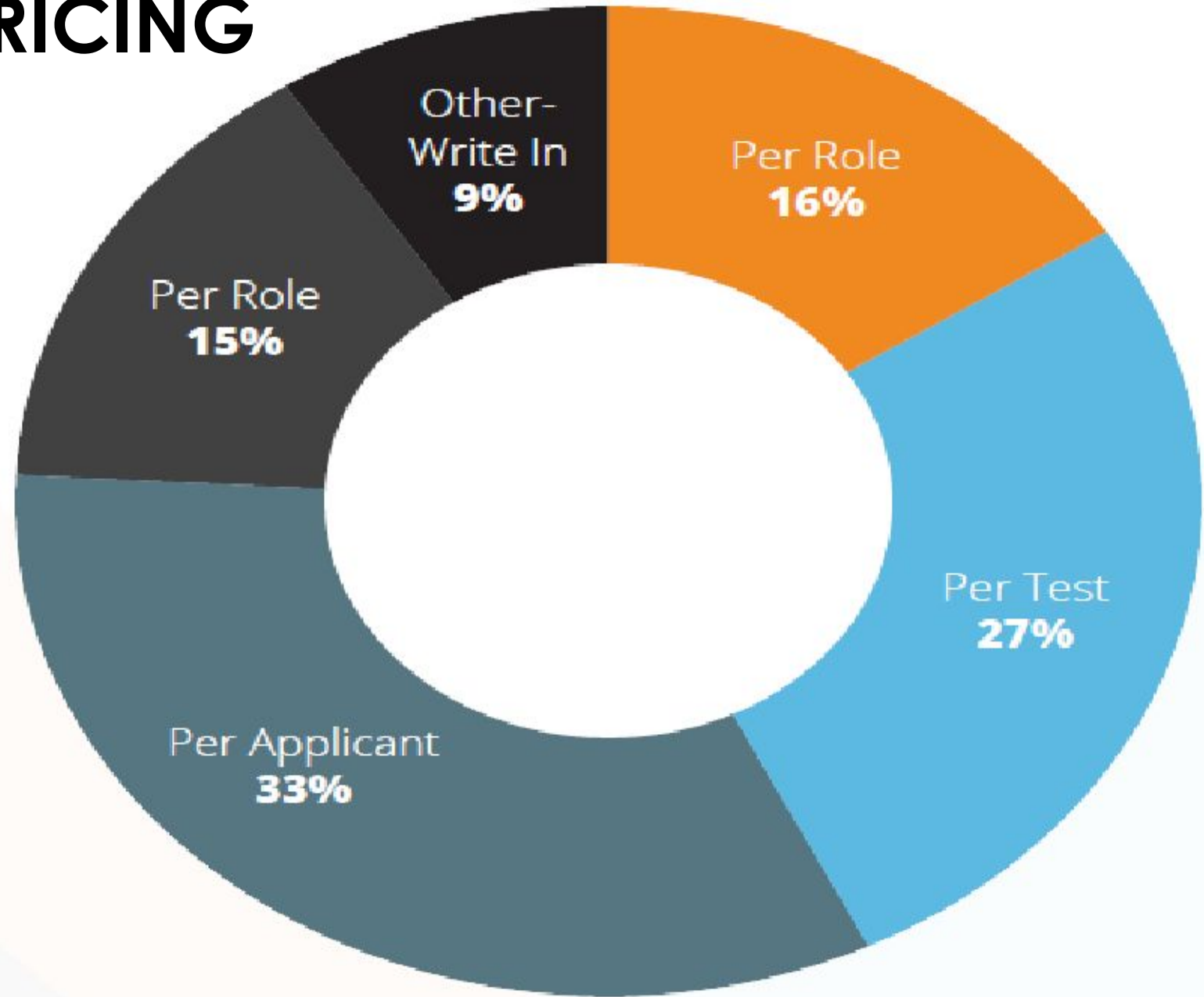
Only **3%** said they don't hire enough  
people



# ASSESSMENT PRICING MODELS

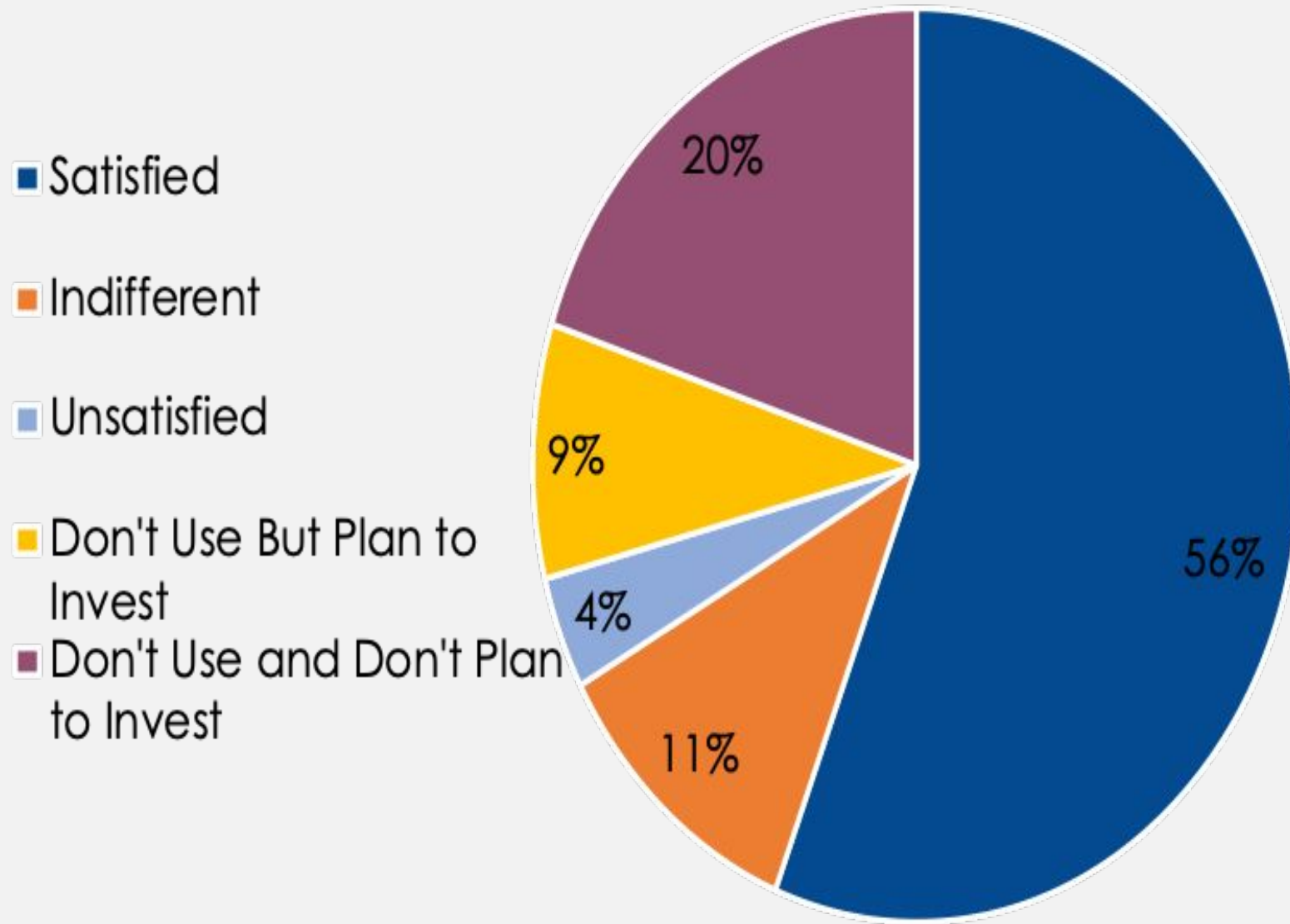
*1* in *4* companies spend over **\$250,000** annually on assessments;

**6%** of those companies spend over 1 million/year





# HAPPY CUSTOMERS: ASSESSMENT SATISFACTION

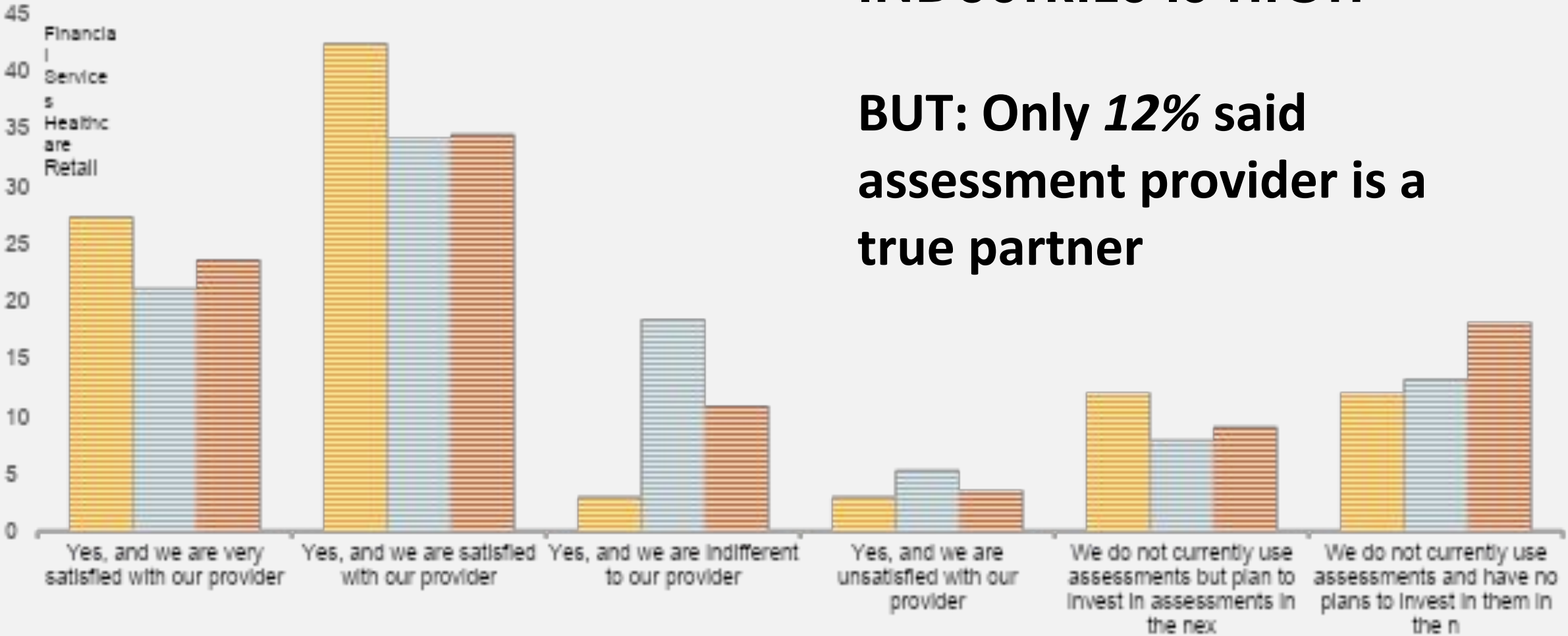


Question: Are you using assessments and are you satisfied with your provider?

Source: Aptitude Research Partners

# SATISFACTION ACROSS INDUSTRIES IS HIGH

**BUT: Only 12% said assessment provider is a true partner**



# WHAT BUYERS WANT MOST:

1. Predict performance
2. Predict retention
3. Extend capabilities throughout employee lifecycle
4. Better onboarding capabilities
5. Lower cost options/performance based pricing
6. Shorter length of assessments (candidate experience)
7. AI & Scheduling Capabilities

## **5 Key Assessment Trends (TL;DR)**

- **Investment in prehire assessments increasing**
- **Predicting new hire performance is the #1 objective**
- **Value and business impact unclear to TA leaders & HMs**
- **Pricing is mostly pay per applicant, shifting to pay per hire**
- **Situational Assessments fastest growing category**

**Buyers don't know the market, vendor landscape or which providers to trust**

## BACKGROUND CHECKS



## REFERENCE CHECKS



## MATCHING SYSTEMS



## RESUME PARSING SOFTWARE



## BEHAVIORAL ASSESSMENT



## SKILL ASSESSMENT



## INTERVIEW MANAGEMENT TOOLS



## VIDEO INTERVIEWING TOOLS



# SELECTION + IMPLEMENTATION ROADMAP

01

## DEFINE

Linking assessment strategy to talent  
Strategy, needs analysis, job success  
Profiling and competency design.



02

## ASSESS

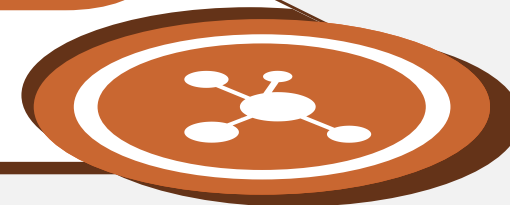
Designing assessment systems,  
Selection or development of products,  
Administering of individual and team  
assessment



03

## MATCH

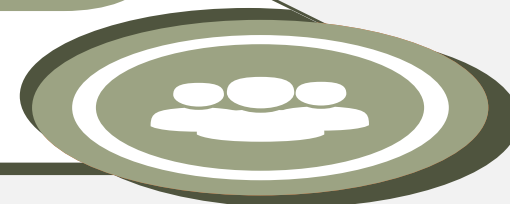
Delivering integrated and customized  
Talent Match Reports, selection  
Decision models, Merit lists, group  
Level trend analysis and talent analytics.



04

## EXTEND

Doing leadership development planning,  
Individual feedback, executive coaching  
And team development



**WILL THIS HELP ME MAKE  
BETTER HIRES FASTER?  
IS IT IN THE BEST INTERESTS  
OF THE COMPANY?  
DOES DATA SUPPORT MY  
DECISION?**



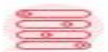
# Matt Charney

Chief Content Officer.

Matt often prefers taking the lead, focusing on the big picture and may seem particularly blunt at times.



Matt is most likely an ambitious and assertive leader. He may vocalize his thoughts and feel comfortable making quick, firm decisions. He may seem intense at times, but his straightforward communication can prevent misunderstandings or confusion.



MYERS-BRIGGS

INTP *The Thinker*

Assertive

Direct

Persuasive



### What comes naturally to Matt

- Getting angry if a conversation lasts too long
- Setting ambitious goals for others
- Feeling anxious about someone else making decisions on his behalf
- Working independently to meet a deadline



### What energizes Matt

- Professional growth
- Challenges
- Competition & winning
- Taking charge



### What drains Matt

- Following inflexible rules
- Slow pace of work
- Tangents unrelated to the main conversation
- Keeping things too close to himself

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 Quantum.work