

# Find the Right Candidates Using Assessments



Assessments provide organizations with candidate insights that can be used to match individuals to jobs based on their personality and skills while also helping individuals understand what jobs/careers may be a good fit and providing a path for skills development.

A structured interview offers a **50%** chance of hiring a good fit.

When an assessment is added to the interview, the odds increase to **80%**.

## Components of a Good Assessment

- 1 Standardized:** same process for every candidate
- 2 Normative:** distribution to compare candidates
- 3 Predictive:** scores correlate with future job performances
- 4 Explanatory:** provide a model of candidate's potential
- 5 Scalable:** automated process deployable with millions

## Benefits for Your Organization

- Hire and promote the right people
- Identify organizational gaps
- Reduce bias
- Increase diversity
- Provide a path for skills development

## Incorporate Assessments to Address Today's Workforce Challenges



Skills Gaps



Candidate Attraction





Employee Retention



Workforce Efficiency and Productivity

## ManpowerGroup Assessments

 <p><b>LQ</b> Learnability Quotient™</p> <p>Individual learning types</p>	<p>DigiQuotient</p> <p>Readiness to lead to and through a digital workforce transformation</p>	<p>SkillsInSight</p> <p>Individuals likelihood to succeed in any role</p>	<p>Digital Evolution Pathway</p> <p>Organizational maturity around digital transformation</p>	 <p>P3 leader model people: purpose: performance</p> <p>Identify, coach and develop current and future digital leaders</p>
--	--	---	---	---

INDIVIDUALS

ORGANIZATIONS