HFM TALENTINDEX

Part of the ASSESSIO GROUP

Select

Complete and objective impression of your candidates

Test candidates on your organisation's competency profiles

Accurate and reliable

Customised selection questions

Complete and objective impression of your candidates

The Select offers you a complete and objective impression of the strengths and performance risks of any candidate. You test candidates on those characteristics that determine their success in the position: competencies, intelligence, motivation and Learning Agility. The Select integrates the results of these tests into an easy-to-read overall picture. Unsuitable candidates are quickly spotted and you can conduct more in-depth interviews with potentially suitable candidates.

Test candidates on your organisation's competency profiles

For every position, you are looking for a specific type of candidate. With the Select, you determine which competencies the candidate will be tested on. HFMtalentindex offers a list of 44 competencies, ranging from commercial drive to accuracy. You can create competency profiles and perform your own online assessment. The Select directly answers your question whether the candidate meets the position requirements.

With the Select, you receive a **direct and clear answer** to your question whether a candidate qualifies for a specific position.

Select

Accurate and reliable

All of the Select's underlying tests are based on scientific models and meet the standard statistic requirements. As a result, you can trust that the Select makes accurate and reliable statements about the candidate.

In addition, research shows that the test results have a high predictive value for the candidate's performance. For years HFMtalentindex' tests have been used in national and international organisations, and as a result they have managed to bring the best people into their organisations.

Customised selection questions

Where most test reports stop, the Select goes one step further. You do not only receive practical information about the competencies, intelligence, motivation and Learning Agility of the candidate, but also useful questions that you can ask in the selection interview. The questions are automatically tailored to the candidate's test results. As a result, you can ask the right questions and learn the right things about your candidate. The Select is a test report and practical conversation tool in one.

What does the Select measure?

Competencies
Does the candidate possess the competencies required by the position? The Select shows how much aptitude the candidate has for each of the required competencies.

Result-oriented
5

Customer focus
7

Persuasiveness
6
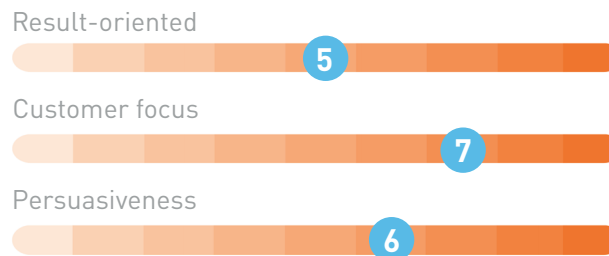
Intelligence
Does the candidate possess the required level of working and thinking? The Select shows the candidate's score on the most relevant aspects of intelligence.

Total score Intelligence
7

Learning Agility
Does your candidate have the ability to develop and apply new effective behaviour on the basis of new experiences?

Total score Learning Agility
7

Motivation
Does the candidate fit in with the team, or the culture of the organization? The Select shows the candidate's preferred roles and key motivations.