HFM TALENTINDEX

Online Assessment

CAS
Competency Assessment System

Test the suitability of candidates yourself

Choice of over 40 competencies

Objective and accurate assessment

The selection questions that you require

Test the suitability of candidates yourself

HFMtalentindex's online Competency Assessment System (CAS) makes it possible for you to rapidly determine whether your candidates are suitable for a specific position. You will know whether a candidate has the right competencies within 25 minutes. In the CAS, you decide yourself which competencies you wish to assess. The test report provides information on the candidate's relevant strengths and weaknesses. With the CAS, you can be sure that you are employing people who have the right qualities. You immediately know the potential of individuals and can invest in their development in a targeted way.

Choice of over 40 competencies

The CAS gives you a choice of over 40 competencies that you can assess. The report is available immediately. At a glance, you can see the extent to which your candidate matches the chosen competency profile. The candidate's relative strength or weakness is shown for each individual competency.

The CAS rapidly provides objective insight into the competencies of applicants and employees

CAS

Objective and accurate assessment

The CAS is based on the HFMtalentindex personality measurement. The HFMtalentindex personality measurement is a comprehensively validated test based on the Big Five model. Your online assessment system automatically translates the result of this test into the candidate's suitability in terms of the competencies required. This translation is based on scientific research and HFMtalentindex's organisational psychologists' many years of practical experience. The CAS therefore provides a reliable picture of candidates' qualities. The information provided is objective, accurate and substantiated.

The selection questions that you require

Would you like additional support when conducting a selection interview? The CAS makes it possible to include selection questions in the report. The questions are specifically tailored to your candidate's competency scores. For each competency, you are given a series of questions that you can immediately ask the candidate. It is practical and easy. The selection questions help you to conduct an effective interview about the relevant competencies of your candidate. You will therefore reach the core of the matter more rapidly during the selection interview.

Uses and benefits

Selection
Does a candidate have what it takes? Each position requires specific qualities. The CAS reveals whether the candidate has them. You are given an overview of all relevant strengths and weaknesses of the candidate. You therefore interview the right candidate and employ the most suitable candidate for the position.

Development
The CAS shows an employee's development potential in the context of that employee's current job. The employee's development is therefore more focused and generates greater returns. Competencies that the employee has a lot of potential for are easier to develop than competencies that the employee has little potential for.

Career and mobility
The CAS provides a broad picture of an employee's strengths and weaknesses. It is therefore a good starting point for career orientation. Together with the employee, you can focus in a more targeted way on areas of activity and professions for which the employee has the talent.

Would you like to know more about the CAS?
info@hfmtalentindex.com

Overall potential for the position
6

Results orientation
5

Customer orientation
7

Persuasiveness
5

Cooperation
6