KORN FERRY ™
| HayGroup

Talent Q
Aspects

ABILITY AND COMPETENCY-BASED ASSESSMENTS.

Talent Q Aspects is a unique portfolio of assessments specifically designed for high volume recruitment.

Aspects assessments measure the fundamental skills and abilities required for customer-facing and service roles in industries such as retail, hospitality, call centers, transport, emergency services and manufacturing.

Used on their own or in combination, our Aspects assessments provide a flexible, quick, cost-effective and objective way of assessing a high volume of applicants.

USING ASPECTS IN YOUR ORGANIZATION.

| Realistic Preview.	Aspects Ability.	Aspects Styles.	Situational Judgement.
Realistic job previews help applicants decide whether they're likely to fit the organization and the role.	Innovative range of online adaptive ability tests measuring verbal, numerical and checking skills.	Online, competency-based screening questionnaire sifts out unsuitable candidates.	Situational judgement tests assess competencies in a series of real-life scenarios, customized to a client's role(s) and organization.

REALISTIC PREVIEW.

Realistic Preview delivers realistic job previews (RJPs) helping organizations give candidates a behind-the-scenes look at what it's like to work for them, before the start of the recruitment process.

Using job analysis to identify the key requirements of the role and organization, Realistic Preview gives candidates an in-depth understanding of what to expect from the role. On completion of the RJP, applicants are given feedback based on their responses which provides them with an indication of their likely fit with the organization and the role.

Our RJPs are designed to give candidates a positive and engaging experience, whether or not they decide to proceed with their application.

This helps reinforce your organization's brand and reduces the number of unsuitable applicants, whilst at the same time enabling you to portray a realistic picture of the job.
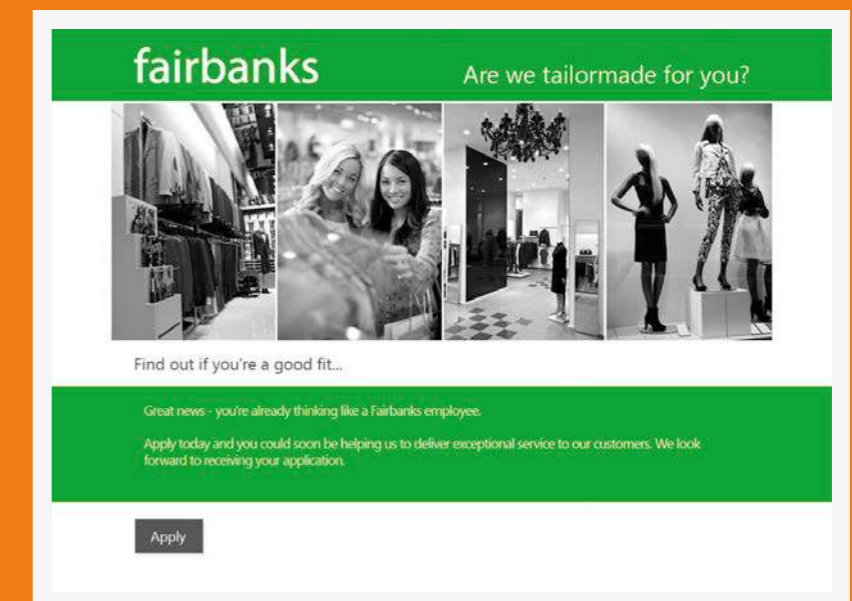
ASPECTS ABILITY.

Aspects Ability is a range of online adaptive ability tests designed specifically for use in frontline customer service, sales and support roles that measures verbal, numerical and checking skills. Designed with a contemporary feel and providing a candidate experience with high face validity, the ability tests adapt to the candidate's performance in real-time giving a time-efficient yet rigorous assessment experience.

How do Aspects Ability tests work?

Aspects Verbal

The Aspects Ability Verbal test includes 12 questions, based on passages of text, to measure a candidate's ability to interpret verbal information and reach the right conclusion.
Average test completion time: 8 minutes

Aspects Numerical

The Aspects Ability Numerical test includes 12 questions, based on information presented in tables, to measure a candidate's ability to analyze and draw inferences from numerical information and data.
Average test completion time: 10 minutes

Aspects Checking

The Aspects Ability Checking test includes eight different tables of information, each containing five or six rows of data, which must be checked against each other. The tests measure a candidate's ability to quickly and accurately detect errors in data.
Average test completion time: 6 minutes

ASPECTS STYLES.

Aspects Styles is an online, competency-based screening questionnaire. Available in more than 10 languages, it can be used in the early stages of recruitment to quickly identify unsuitable applicants, allowing only those who most closely match the requirements of the role to proceed.

At the heart of Aspects Styles is a competency-based questionnaire, based on a well-researched model that reflects those competencies needed in customer facing roles. We work with you to identify which of the 16 competencies are the best predictors of job success for your role in your organization.

Aspects Styles is more than just a competency questionnaire as it also produces a dynamically-generated interview guide, enabling the interviewing manager to conduct higher quality and more relevant interviews.

After completing the questionnaire, an overall suitability score is also provided for the candidate giving an indication of their fit for the role. This helps reduce bias and improve consistency within the interview itself.

How it works

Aspects Styles is completed online. Candidates are presented with statements and they have to rate each one indicating how true the statement is about their behavior at work, from 'completely untrue' to 'very true'.The statements are grouped into blocks of four. In each block, the candidate should avoid giving the same rating to more than one statement. If they do give the same rating to more than one statement, they are then asked to put the tied statements in rank order of which is the 'most true' of their behavior.

This question format (referred to as 'modified nipsative') offers a more effective way of honing in on an individual's true preferences, as it minimizes the risk of candidates 'faking' their answers to make a good impression, and makes the experience of completing the questionnaire easier and more intuitive than formats which require all statements to be ranked (as is the case with fully ipsative questionnaires).*

Aspects competency framework

Adaptability
Commercial Orientation
Complex Thinking
Creativity
Customer Orientation
Decisiveness
Drive and Motivation
Efficiency and Reliability
Influencing and Selling
Interpersonal Skills
Planning and Organising
Resilience
Resourcefulness
Stress Tolerance
Teamwork
Working with Data

Normative – The candidate is required to rate each statement (in a block of four) on a scale, indicating whether the statement is "completely untrue" to "very true" of their behavior. The normative element also compares that candidate to a comparison group. **Ipsative** – The candidates are required to place in rank order any of the statements in a block of four that they responded to in the same way. This can constrain any excessively positive or negative responses from the candidate, by determining which of the statements best describe the candidate. **Nipsative** – This is the combination of both of the methods above, ensuring that both scaling methods minimize any distortion such as 'faking good', 'social desirability' and 'acquiescence'.

SITUATIONAL JUDGEMENT.

Situational Judgement is the next generation of situational judgement tests (SJTs), providing a fast, robust and engaging way to screen high volumes of applicants.

Our SJTs measure a variety of factors required to be successful in a particular role (or set of roles) within an organization. They are widely accepted in the market as very robust and valid assessments because they can be so closely matched with an organization's culture and role requirements. They measure a range of criteria including: key competencies, organizational values, culture fit, motivation, preferred behavior and attitude while giving applicants an engaging and immersive candidate experience.

How it works

Candidates are presented with a series of realistic, work-related scenarios that they may face in the job and are asked to identify the most appropriate responses. The candidate's responses are then measured against the required competencies to generate a 'fit' score. Our SJTs can be designed in an 'adaptive' or 'standard' question format. Adaptive SJTs use a branching technique, in which the scenarios and response options throughout the test change in real-time depending on how the candidate has responded to previous questions. The SJT becomes a real-life simulation of a given scenario, as each action leads to a reaction or consequence.

A standard SJT means that all candidates receive the same set of pre-determined scenarios and response options. These can be delivered in a linear format, where the questions always appear in the same order, or in a random format, where the same questions are randomized for each candidate.

DESIGNING AN SJT.

Your choice of design can really impact the overall candidate experience.
All our SJT assessments can be fully branded with your logo and colors.
We offer a range of options that can help deliver the right design to support your organization's brand, including:

Text only.	Text and static images. Static graphics or photography help illustrate the given scenarios.	Text and motion graphics An animation technique that uses a combination of photography and graphics to bring the scenarios to life.

REPORTS.

Once candidates have completed any Aspects assessment you can choose how to view and compare their results:

On-screen and MS Excel export:

A list of all candidates showing their suitability score(s) based on the assessments completed.

Aspects Ability Test Report:

A table showing the percentile scores, plus the completion times, for each ability test.

Aspects Styles Competency Profile:

A profile chart showing how the candidate has performed against each of the key competencies, plus an overall suitability score.

Aspects Styles Interview Guide:

A series of interview questions based on a candidate's Aspects Styles competency scores, to elicit further information on how they fulfil the key requirements of the role.

Aspects Judgement Report:

A competency profile chart showing how the candidate has performed against the key competencies, plus the overall fit score for the role.

Customized Aspects Judgement Report:

A customized report that includes a competency-based interview guide and/or a development feedback report, in addition to the competency profile and overall fit score.

Aspects Candidate Report:

A free report that can be given directly to a candidate to inform them how well they have performed on the assessment(s) completed.

KEY BENEFITS.

There are a wide range of benefits to using Aspects in your recruitment and development processes.

Reduce time to hire	Sift out unsuitable candidates early on in the recruitment process so you can focus on the most suitable applicants.
Improve quality of hire	Evaluate candidates against those competencies which determine success in the role.
Improve the candidate experience	Designed with a contemporary feel and providing a candidate experience with high face validity.
Easy to integrate	Aspects can be integrated with applicant tracking and HR systems, giving you a seamless volume recruitment solution.
Objective and fair assessment	Aspects does not discriminate against minority groups.
Scalable	Candidates complete Aspects assessments online, rather than having to attend a testing center, giving you global reach cost-effectively.
Reporting	A range of insightful reports, including a candidate report which enables the client to give personal feedback to all candidates without the need for a face-to-face session.
Customization	We will work with you to identify which of the 16 Aspects competencies are the best predictors of job success for a specific role and then use these to create the Aspects Styles questionnaire for your candidates. We can also rebrand reports and the assessment interface to reflect your corporate style.

ABOUT KORN FERRY

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing thefull power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at **kornferry.com**

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