HIRE THE RIGHT GRADUATE TALENT.

Knowing what to assess - as well as how to assess - is the key to your graduate recruitment strategy and the future of your business.

Creating an effective process to identify high-quality graduates that meet the needs of your organization and addresses the following issues:

- High graduate turnover caused by a poor ‘fit’ to the role and organisation.
- Graduates dropping out of the recruitment process, or reneging on job offers before starting.
- Graduates having poor candidate experiences that ultimately damage your brand and alienate them as future customers.
- Key graduate talent not applying because pay and rewards are uncompetitive.

Our Graduate Assessment Solution offers a fully self-service, 24/7, multi-dimensional assessment method with automated reporting that:

- Allows use of the best mix of assessments to enable every candidate to showcase their potential, while simultaneously allowing recruiters a holistic view of each applicant.
- Uses data-driven Success Profiles to provide a clear prediction of a graduate’s fit to a role – adjustable to meet the precise needs of your organisation.
- Provides configurable, branded, and fully-interpreted reporting that requires no training.
- Offers a personalised Interview guide included as standard.
- Includes market insights around talent scarcity and reward based on your chosen graduate market – giving you a unique competitive edge to hire the right talent quickly.
- Graduate Success Profiles can also be linked to other talent management solutions such as professional development, or potential assessment, all seamlessly available in one easy-to-use assessment system.

Benefits

- Recruitment that identifies the right candidate based on a holistic view.
- Reduced time-to-hire through an engaging recruitment process and fast, intuitive reporting.
- Lower graduate turnover with more candidates fitting the role and the organization.
- Stronger employer brand through an improved candidate experience.
- Insight into competitive market rates of pay.
Graduate Assessment Solution Overview:

**What can be measured?**
- Competencies
- Cognitive ability (numerical, verbal, logical).
- Drivers
- Traits

**What are the outputs?**
- Hiring Report
- Interview Report
- Talent Grid (for data analysis)
- Participant Feedback report.

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**Behavioral competencies**

- Communications are skills and behaviors required for success that can be observed. They shape behavior and are virtually important in determining how someone does their job and how they accomplish goals. Competencies enable individuals to make meaningful contributions to support the organization.

**Overall fit to role**

For most capabilities, target values are specified in the success profile. For example, one individual may have an overall fit to role score of 3 because their scores fit the target scores for the role. Another person may have a fit score of 3 because the individual's scores are favorable. A score of 3 is a favorable, or better, end of the scale.

**Assessment result**

Assessment results are reported on a 1 to 5 scale, with 5 being the more favorable, or better, end of the scale.

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**How to read this report**

This section provides an overview of some features of the role. It then lists the capabilities from the success profile for which assessment results are available. Capabilities where an individual's results indicate gaps with their responsibilities are highlighted.

**Success profile**

The success profile for a role outlines the capabilities that will help someone do well in the role. A Candidate summary page briefly describes some features of the role. It then lists the capabilities from the success profile for which assessment results are available. Capabilities where an individual's results indicate gaps with their responsibilities are highlighted.

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**70% of graduates claim that other people's bad experiences with an organisation would put them off applying to that company for a job.**

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**Supporting a positive candidate experience:**

- Provides a transparent and diversity-friendly process.
- Offers all candidates valuable feedback, regardless of the outcome.

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**About Korn Ferry**

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

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* Korn Ferry Grad Survey 2013.
** Situational Judgement Test available.