

Hire the right professional talent.



Knowing what to assess – as well as how to assess – is key to increasing success in recruiting professional talent with in-demand skills.

Create an effective and objective process to identify the right professional-level candidates while addressing the following issues:

- Not knowing what "good" looks like – a lack of understanding as to the key attributes that will make a person successful can result in a poor 'fit'. This can lead to weak individual performance and can have a negative impact upon organizational performance too.
- A skills mismatch – while organizations are inundated with applications, many still can't find the talent required due to a skills mismatch: one where workers are available, but lack the right skills.
- Increasing complexity – the number, variety, and complexity of different professional roles that recruiters need to understand and then assess against.
- Getting the right talent before competitors -employers are already having to compete with other organizations for individuals with in-demand skills. However, employers that have data-driven insights into talent markets, and who know what competitive rates of pay look like, will have a competitive edge over those that don't.

Our talent assessment solution provides a fully self-service, 24/7, multidimensional assessment method with automated reporting that:

- Uses best-in-class Success Profiles to provide clear predictions of a candidate's fit to a role—and then automatically generates the job description, interview guide, and criteria to assess the candidate against.
- Has the capability to integrate with your applicant tracking system (ATS)* and Human Resources Information System (HRIS)* to manage volume applications with a single fit score option available for easy sifting.**

Benefits

- Access to over 3500 Best-in-Class Success Profiles to help identify what "good" looks like for a specific role - all configurable and customizable to your organizational needs.
- Recruitment that specifically identifies the required skills, competencies, traits, drivers, and abilities the right individual needs to be successful.
- Reduced time-to-hire through a targeted, engaging, and accurate assessment process that identifies the right talent quickly.
- Insights into talent scarcity, time-to-fill, and competitive market rates of pay to help ensure competitiveness during the recruitment process.
- Automated reporting that requires no manual intervention.

*Subject to technical feasibility ** Country dependent - please enquire for further information.

- Provides talent scarcity data and typical time to fill for specific roles.
- Allows use of the “best mix” of assessments to enable short, relevant, and candidate-friendly assessments while also giving recruiters a holistic view of each applicant.
- Success Profiles that aren't only for recruitment, but can be linked to other talent management activities (e.g. up-skilling) and can enable employers to have a joined-up talent management process using one, easy-to-use assessment system.
- Provides a self-service approach to setting up the process, complete with configurable, brandable, and intuitive reporting that requires no formal training.

Professional Assessment overview:

What can be measured?

- Competencies.
- Cognitive abilities (numerical, verbal, logical).
- Drivers.
- Traits.

What are the outputs?

- Hiring Manager Report.
- On-screen results including fit score.
- Dynamic Interview Guide.
- Participant Feedback Report.
- Talent Grid Extract (for data analysis and easy screening).



“In a recent Korn Ferry survey, 93% of professional-level respondents believed that the retention of new hires was an issue – and 26% said that they’d leave their own job if it wasn’t a good fit, regardless of whether they had another job lined up.”

Supporting a positive candidate experience:

- Gives the candidate an insight** into the role or organizational culture.
- Provides a transparent and diversity-friendly process.
- Gives every candidate a chance to showcase his or her potential.
- Aligns your approach to your employer and consumer brand.
- Offers all candidates valuable feedback, regardless of the application outcome.

**Situational Judgment Test available.

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.