

.TARGETED[®] PREDICTION

1.56	1.98	9.51	5.65	8.89	1.56	1.98	9.51	5.65
5.65	8.89	1.49	2.34	4.66	5.65	8.89	1.49	2.34
2.34	4.66	2.30	1.98	1.56	2.34	4.66	2.30	1.98
1.98	1.56	6.71	8.89	5.65	1.98	1.56	6.71	8.89
8.89	5.65	4.11	4.69	2.34	8.89	5.65	4.11	4.69
4.66	2.34	2.34	4.66	1.98	4.66	2.34	2.34	4.66
5.87	1.98	9.19	1.56	2.30	5.87	1.98	9.19	1.56
7.23	0.33	8.89	5.65	6.71	7.23	0.33	8.89	5.65
9.51	1.49	4.66	2.34	4.11	9.51	1.49	4.66	2.34
1.49	2.30	1.56	1.98	2.34	1.49	2.30	1.56	1.98
2.30	6.71	5.65	0.33	9.19	2.30	6.71	5.65	0.33

Predicts Job Performance

based on GMA and Personality

WHAT IS TARGETED PREDICTION?

Targeted Prediction is a modern and scientific recruitment method that combines measurements of cognitive ability and personality characteristics to predict work performance in specific roles. With the press of a button, you get an accurate analysis of your candidate pool and can focus your time on the most promising individuals.

BETTER DECISIONS

Targeted Prediction is at the forefront of modern psychometric research and is unique in its accuracy and precision. It was developed using empirically validated constructs and accumulated research data in order to determine role-specific predictors of job performance. The result is a time efficient selection method that provides you with an optimal basis for your selection decisions.

SAVE TIME

Targeted Prediction revolutionizes today's complex and resource-intensive recruitment standard. You no longer have to interpret individual test results, merge information, and compare complex profiles. Instead, you can proceed straight to checking base requirements and hard skills for your final candidates.

FREE UP RESOURCES

By ranking your candidates early in the process, based on their potential, Targeted Prediction minimizes manual administration and allows you to spend time on the most suitable candidates only. It leaves you free to invest resources in other key areas, such as onboarding and team development.

ROLE-SPECIFIC

Targeted Prediction measures success factors for the following occupational roles:

- **General job performance** - Assesses potential for job success in non-managerial roles. Both positive and negative characteristics are taken into account: Task Performance (TP), Organizational Citizenship Behavior (OCB) and Counterproductive Work Behavior (CWB).
- **Leadership** - Assesses key aspects of successful leadership: Leadership Emergence and Effectiveness – to what extent the individual is perceived by others as a leader and leads employees in activities and behaviors that contribute to the organization's goals.
- **Service** - Assesses a candidate's potential for customer service. It includes the ability to satisfy but also exceed customer expectations.
- **Sales** - Assesses the potential to successfully handle every step of a sales process and ultimately earn the business on time and on mutually beneficial terms.

YOUR REPORT

The results are presented in a Project Report containing the ranking of candidates, their individual scores as well as demographic data. The report includes a short description of the ranking method, the role specific criteria, as well as guidelines for interpretation of scores.

The report is designed to be used by all stakeholders in the selection process - from the project administrator to the recruiting manager.

BENEFITS TO YOUR ORGANIZATION

- Make better and faster hiring decisions
- Ensure a uniform candidate experience and assessment
- Prevent discrimination by using a standardized and objective method
- Attract talent by means of transparent and fair selection practices



QUICK FACTS

- Evidence based assessment package
- Combines GMA (Matrigma) and personality (MAP)
- Used for screening and selection
- Predicts performance in specific roles
- Test duration: 27 minutes
- Eliminates cognitive biases in selection
- Supports the EFPA model and complies with the ISO- 10667 standard

ABOUT ASSESSIO

Assessio is the leading publisher of psychometric tests in the Nordic region and a consulting organization with a focus on Human Capital Management. The company has a long history of developing research-based tools for selection and development of personnel.

The business was started in 1954 by the Swedish Psychological Society and has since then evolved into an international test publishing house and modern HR consultancy organization with operations in Sweden, Norway and Finland. Assessio's tests are available in over 30 countries around the world.

ASSESSIO

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