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## Talent Assessments: From Pre-Hire Screening Tools to Building Blocks of Organizational Intelligence

### About the Author



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### Introduction

Over the past two decades, human capital technology has become a hot topic for companies looking for ways to better automate processes and manage their talent. As a result of this rising interest, technology vendors have provided organizations of all sizes with amazing advancements.

The assessment world is a prime example. It was once a highly segmented marketplace full of tests that were crafted with only pre-hire selection in mind. Today, it offers strategic resources for global organizations that want to build their overall people intelligence – beyond the hire. The recent merger of industry leaders PreVisor and SHL presents a good opportunity to look at the past, present and future of assessments and their business impact.

### A Look Back

Companies such as DDI, SHL, Wonderlic and PI Worldwide were among the first major players in assessments. Founded between the years 1930 to 1977, these testing providers built solid reputations for their expertise and attention to validation, selling paper-based products that set the industry standard for decades.

These products held their own against newcomers that began to appear by the early 2000s, but trends toward less generalized, more job-specific assessments and an online format were beginning to take root. Companies like Qwiz introduced easy-to-administer, low-cost alternatives that made it possible for hiring managers to quickly differentiate one candidate's skills from another's, using

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