

Using Talent Assessments in the Modern Workplace

Based on our survey to over 1,600 HR professionals, we discovered how organizations are using assessments, what candidates expect from assessments and how success is measured.



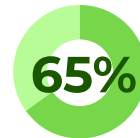
Assessments are popular and here to stay

70% plan to use assessments the same or more than last year

Organizations are using assessments across the entire employee lifecycle



59% of organizations see assessments as critical to a promotion decision



65% use assessments in hiring



59% use assessments for employee development

What do candidates expect from assessments?



50%
Process is Engaging



51%
Takes a Reasonable Time to Complete



54%
Be a Realistic Preview of the Job



62%
Predictive of Job Performance



62%
Job Relevance



67%
Fairness

Top Four Measures of Success...

...for Hiring



...for Development



Contact SHL today to find out more about how we can help evaluate candidate fit, readiness, and potential with an unmatched portfolio of **personality tests, skills assessments, and job simulations.**