

TALENT ASSESSMENT



Talent Assessments can play an essential role within an existing hiring process, help make developmental and promotional decisions more objective, and increase organizational performance when aligning talent to a business strategy. Talent assessments are ideally suited for those organizations that are:

- *Struggling with turnover*
- *Seeking to minimize hiring risk and bias*
- *Interested in objectively identifying a candidate's skill and ability in relation to a future position*
- *Want to understand talent in relation to a new or specific strategy or succession plan*
- *Want to ensure there is a good long-term fit between the manager, team and organizational culture*
- *Are seeing potential in an employee but are not clear on what their true skills and abilities may be*
- *Hiring executives who will have a significant impact on the business and want to make sure they can fulfill the obligations and expectations the company has for the positions*

LEARN MORE ABOUT TALENT ASSESSMENTS AT WWW.SPARKNU.COM



Whether you are assessing entry-level positions or C-Suit executives, the Talent Assessment process requires a collaborative approach. While we may be experts on talent, we are not experts on the technical requirements for your positions. We work with your management teams to clarify performance expectations, critical skills and capabilities required, understanding team dynamics, business strategies, and other elements that may impact the evaluation process. Once we better understand what you need, we help you determine which criteria to use to best evaluate your talent.

The Talent Assessment process at SPARKnU is a thorough and holistic approach to evaluating talent. We conduct in-depth interviews, leverage work simulations and heavily researched personality and cognitive assessments that have been peer-reviewed and validated for use in selection. Our process enables us to capture a wide range of personality and cognitive attributes that help determine an individual's skill, capability, motivation, and fit as it relates to a specific position or future career aspiration. Ultimately, we assist organizations in making sound and objective decisions to ensure long-term success.

