



# Client Case Study

Thursday 27<sup>th</sup> October 2022

# Agenda

1. The Opportunity
2. The Requirements
3. The Solution
4. Expansion
5. Q&A

# The Opportunity

How it began

## The Origin

Round table discussion

## The Follow Up

They asked to learn  
more

# The Requirements

Global Tool

*The assessment solution was to be applied across all major geographical zones*

Suitable for All

*The assessment solution needed to work across roles, functions and levels*

Measure Cultural Alignment

*The solution needed to identify better talent to fit the organizational culture*

# The Solution

## An Overview

### SJT Candidate Assessment

Help ?

Scenario 10 of 12

██████ produces advanced solutions for industrial application to improve the efficiency of machine operations. You are in a team meeting to discuss a promising opportunity to create a new product. However, the team has not yet consulted all the relevant departments and you feel there are some critical issues that have not yet been addressed.

Rate the effectiveness of the following response...

1. Approach your peers individually after the meeting to see if they share your concerns

Extremely Ineffective	Very Ineffective	Fairly Ineffective	Unsure	Fairly Effective	Very Effective	Extremely Effective
1	2	3	4	5	6	7

Submit

### Behavioral Assessment



Statements 1 of 12

I am the kind of person who...

is ready to make big decisions	1 2 3 4 5 6 7 8 9 10	Unsure
is good at identifying ways in which things can be improved	1 2 3 4 5 6 7 8 9 10	Slightly Disagree
is talented at identifying business opportunities	1 2 3 4 5 6 7 8 9 10	Slightly Agree
rarely gets nervous at important events	1 2 3 4 5 6 7 8 9 10	Slightly Agree
makes effective plans	1 2 3 4 5 6 7 8 9 10	Very Strongly Agree
appreciates how others feel	1 2 3 4 5 6 7 8 9 10	Agree

Next >

Copyright © 2018 Willis Towers Watson. All rights reserved.

Select the statement that is most like you and then select the statement which is least like you.

I am the kind of person who...

Most

Least



# MATCH 6.5

Powered by wave

# The Solution

## Development & Implementation of SJT

1. Job Analysis

2. Analysis of Themes

3. Item Writing

4. SJT Image Design

5. Validation Study

6. Finalize SJT  
Content & Report  
Build

7. ATS Integration

# The Solution

## Validation Study

467 Individual Contributors & 502 Managers with matched Assessment & Performance data

Assessment Data

SJT Scenarios

Match 6.5



Performance Data

Internal Data

Overall Performance Rating

Research-Collected Data

Overall Performance & Judgement  
Cultural Beliefs Alignment

Demographic data was also collected to check for any potential for adverse impact

# The Solution

## Implementation of Match 6.5





# The Solution

## Assessment Outputs

### Interview Guide

This report is designed to provide those involved with the interview process e.g. recruiter/hiring manager, with questions to explore with the candidate.

### Culture Belief Scenarios Assessment – Candidate Report

This report is designed to provide candidates with an insight into how they prioritized behaviors on the basis of the scenarios they were presented with in the SJT.

### Match 6.5 Behavioral Assessment – Candidate Report

This report is designed to provide candidates with an insight into the behavioral effectiveness at work.

# The Solution

## Additional deliverables



### Translations

12 core languages



### Integration

with Success Factors

# The Solution

## Benefits to the client

Custom Solution

Psychometric Rigour

Brought consistency &  
objectivity

Increased employer  
brand

Increased efficiency

Elevated role of  
recruiter

Enhanced candidate  
experience

# Expansion

## New Opportunities

### **Positioned ourselves as strategic assessment partner**

Interview Skills Training

Executive Assessment

HiPo Development Program



Thank you