ASSESSMENT
SOLUTIONS

Yellow Seed

"

I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people not on strategies.

"

- Lawrence Bossidy

ASSESSFIRST

ASSESSFIRST
WE MAKE SUCCESS PREDICTABLE

What does AssessFirst entail?

Battery & reporting

Shape:
Personality

Drive:
Motivation, Interest & Values

Brain:
Cognitive reasoning

Predictive modelling

All reports included in price
(Summary, in-depth, comparative)

Exciting features

Advanced AI predictive modelling

Access to global and local
predictive models (benchmarking)

Data analytics built into the system
(recruitment ATS; Internal Mobility
tracking; Team insights)

Best suited for

Employers looking for predictability
when recruiting candidates

Developing talent

Internal mobility

Team insights and development

Competitive advantage

All in one functionality

Predictive model features

Competitive AI technology

Scalability – built for volume
assessments

Modern user experience
(45 minutes to complete all
assessments & immediate
feedback)

What does AssessFirst offer?

AssessFirst's mission is to **give you the tools** necessary to analyse the true potential of your candidates and colleagues.
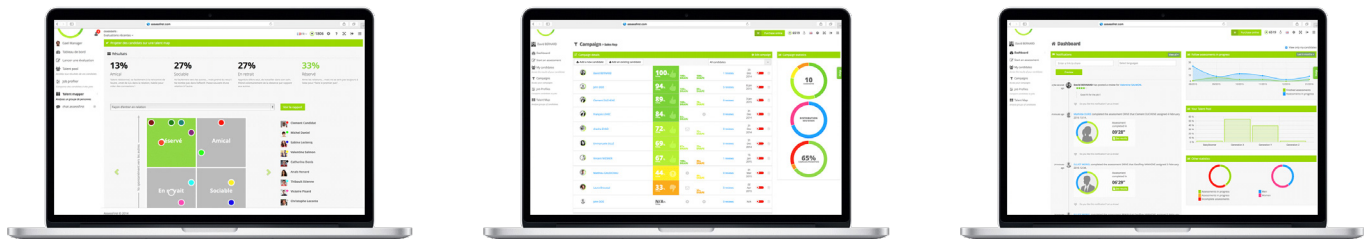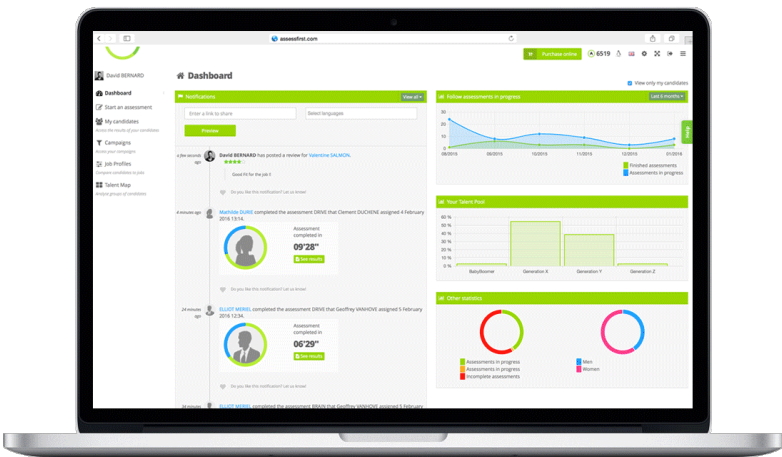
In order to do this, it is essential to grasp these 3 elements:

How they will do it (personality)
·
Assessed through the SHAPE assessment

What they want to do (motivation)
·
Assessed through the DRIVE assessment

What they can do (reasoning capabilities)
·
Assessed through the BRAIN assessment

Take a product tour

SHAPE personality assessment

Personality assessments explore personality characteristics which are relevant in the workplace such as typical behaviours, the way a person relates to others, and the way they approach and solve a problem.
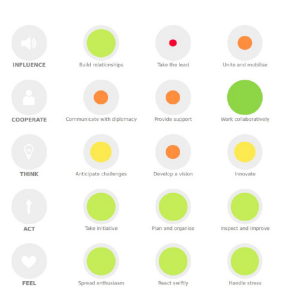
What does the SHAPE assessment measure?

20 Personality dimensions & insight into
Leadership influence

Consideration of others

Creativity & Adaptability

Conscientiousness in work

Person-Job fit & predictive modelling by Matching the candidate to an ideal candidate.

Building a predictive model from desired traits.

15 Measures of potential
Displaying the natural tendency of the individual.

Displaying their level of development in each area of potential.

Predicting the success in each 15 domains.

8 Risk factors
Displaying behaviours that may cause the individual to be counterproductive in the workplace.

DRIVE
motivation assessment

Motivational assessments assess a person's motivations, identifying the determinants of the satisfaction and commitment of a person in a professional context.

BRAIN
reasoning abilities assessment

General mental ability is the strongest single predictor of a candidates future job success. Ability assessments provide information about a person's ability to perform tasks and will also indicate the person's ability to learn and understand new tasks and information.
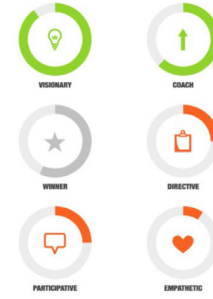
What does the **DRIVE** assessment measure?
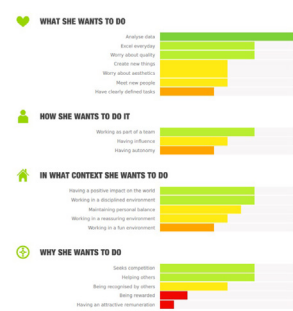
20 Motivational factors
Demonstrating what an individual would prefer to do on a daily basis and what they'd prefer to avoid.
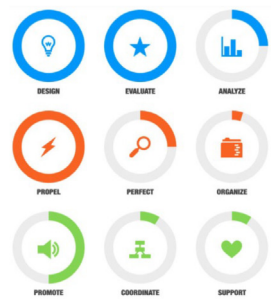
9 Energising activities
Demonstrating what an individual would be most at ease carrying out daily.

6 Leadership styles
Demonstrating the type of leader that the individual would prefer and collaborate best with.

4 Culture models
Demonstrating the type of workplace culture that the individual would be most suited to.

## What does the **BRAIN** assessment measure?

A global score out of 10
Demonstrating the general adaptability factor of the individual to predict their ability to adapt in a continuously changing world.
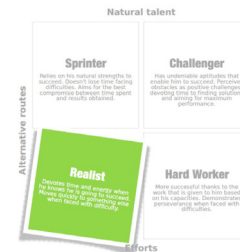
4 Strategies used to succeed
Demonstrating the strategies each person uses daily when confronted with new challenges to overcome them.

3 Potential talents
Demonstrating the unique talents that each of your candidates or employees can leverage when tasked with making decisions. These include handling complexity, decision speed & precision.
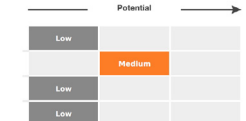
4 Risk factors
Demonstrating factors that may inhibit an individual's successful decision-making including haste, excessive caution, inaccurate deduction & indecisiveness.

4 Learning styles
Demonstrating a clear understanding of how people go about learning new things and acquiring new skills.

AssessFirst talent mapper

The AssessFirst talent mapper
- Helps to identify the fundamental similarities and differences your leaders display in regards to their behaviour.
- Allows you to gain a better understanding of how candidates operate in the workplace.
- Compares the profiles of your leaders by displaying them on behavioural maps assists with identifying missing roles and development opportunities.


Behaviour strongly represented	Behaviour poorly represented
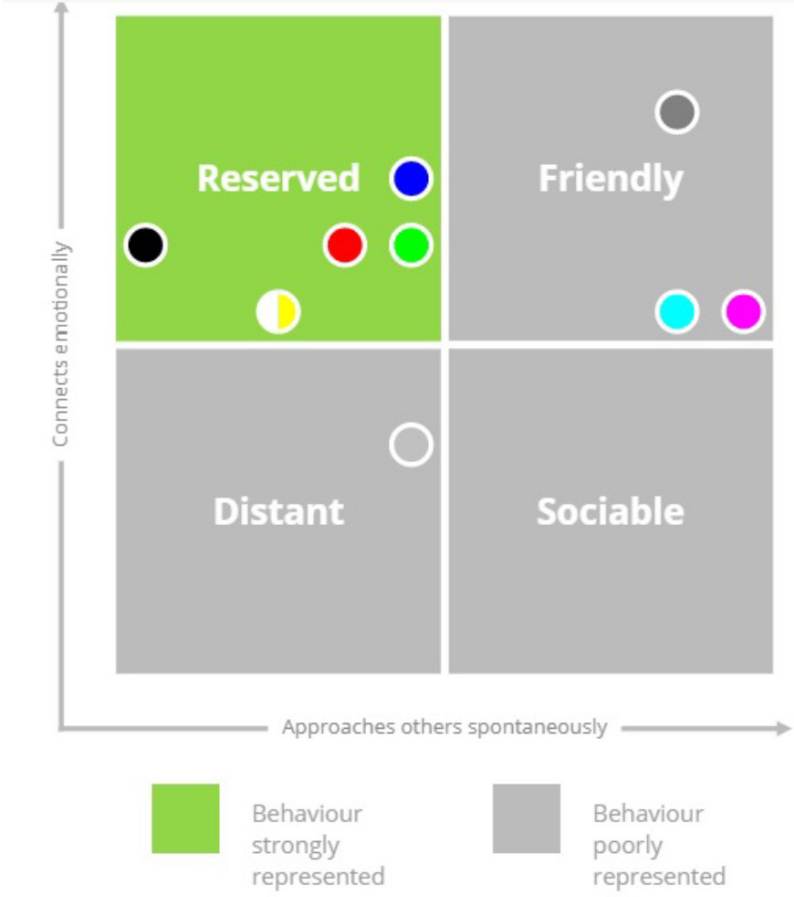
The behavioural maps correspond to 12 key domains of working life

- Social approach
- Collaboration (management) style
- Persuasion style
- Capacity for feedback
- Work ethic
- Task management
- Working style
- Creative potential
- Change management
- Stress management
- Emotional management
- Risk-taking

AssessFirst mobility

The AssessFirst mobility feature allows for:
- The designing of career pathways through evaluating real potential and soft skills
- A way to better address employees' needs to evolve and grow in the organisation

The benefits of the mobility feature include:
- The leveraging of AssessFirst's technology to increase the number of vertical and horizontal promotions to fill open positions
- The engaging and retaining of employees in the long term
- The algorithms go beyond technical skill and look at potential of the employee, they allow for suggested career pathways which are adapted to the abilities and motivations of each employee

Contact us
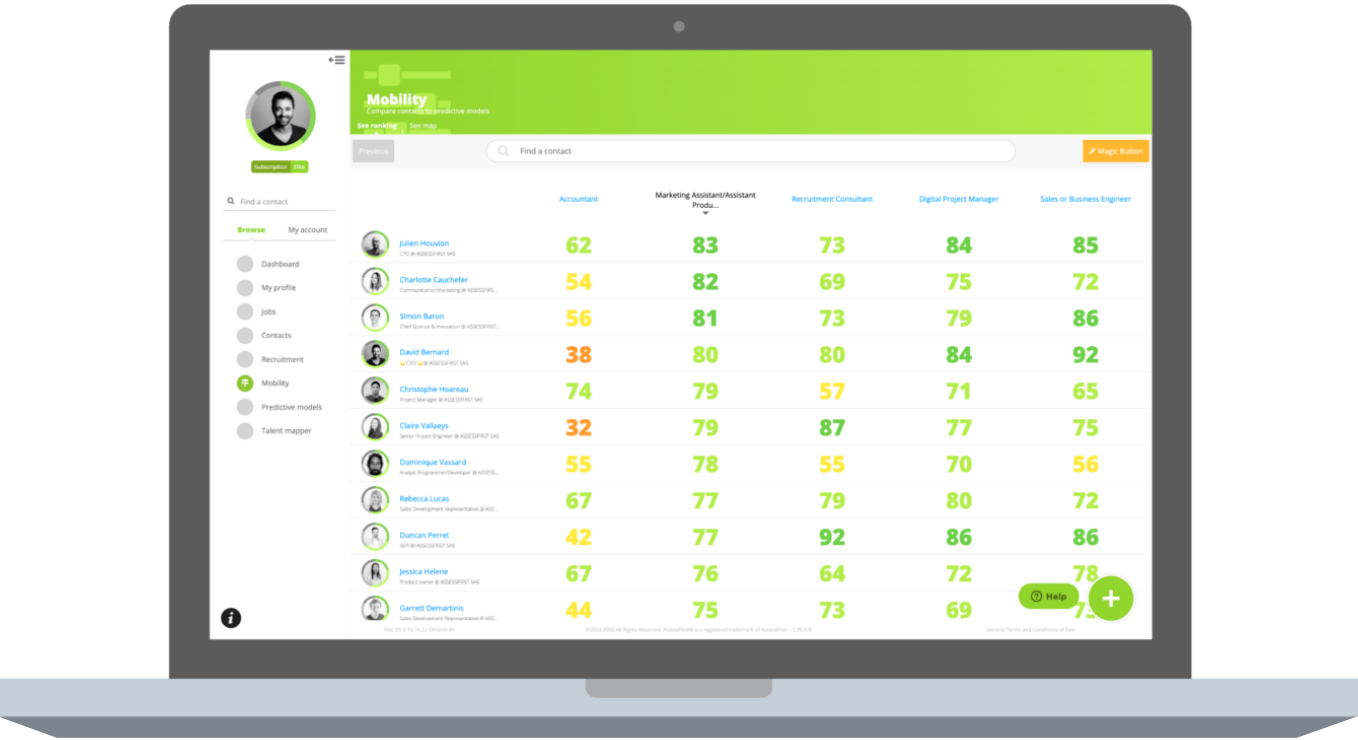
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