



# ACI

## ASSESSMENT CENTRE INTELLIGENCE

*Using predictive behavioural analytics to develop a framework for remote and automated on-line assessment and screening for potential talent*

**Intelligence and insight for Development Centres and Assessment Centres to identify High Potentials, Future Leaders and Talent Acquisition**

**30** minute smart questionnaire™

**9** Major components explored

# 30

# 09



# 175

# 43

**175+** behavioural factors measured

**43** work centric elements assessed

# ASSESSMENT CENTRE INTELLIGENCE



When current times make it difficult to run face-to-face assessment centres our ACI programme can give you the next best alternative with an objective and automated screening process all from one 30-minute award winning smart questionnaire.

- ☑ **Completely paperless system**
- ☑ **Applicant tracking features**
- ☑ **Succession Planning facility**
- ☑ **Talent dashboard**
- ☑ **Equivalent of one full day multi choice questioning**
- ☑ **Compatible with all job boards**
- ☑ **Automated responses to unsuccessful candidates**
- ☑ **Removes personal bias**
- ☑ **70% admin time saved**
- ☑ **Huge financial saving £££**
- ☑ **Automated screening process**
- ☑ **Automated candidate short list**
- ☑ **Involve more candidates**
- ☑ **Great candidate experience**

**30** minute 'Q' **09** major components **43** work centric elements **175** behavioural factors

<b>Job Success Eligibility Factors</b>	Experience, Education, Willingness, Skills
<b>Behavioural Success Factors</b>	Basic traits, Environmental Preferences, Interests, Natural Tendencies
<b>Leadership Competencies</b>	Achievement orientation, Communication, Energizing People, Impact and Influence, Innovation, Leading People, Learning Agility, Problem Solving, Resilience and Perseverance, Strategic Thinking
<b>Emotional Intelligence</b>	Knowing Oneself, Relationship Leadership, Self-motivation & Self-management, Social Awareness & Service Orientation
<b>Personality</b>	Intrinsic motivators, Life values, Predicted behaviours, Behaviours under stress, Underlying or hidden behaviours, Potential strengths, Potential weaknesses
<b>Quantitative Critical Thinking</b>	Numerical reasoning, Problem solving
<b>Engagement &amp; Retention Factors</b>	Development expectations, Social expectations, Remuneration expectations, Communication expectations, Authority expectations, Appreciation expectations, Personal expectations, Work/life balance expectations
<b>Cultural Fit</b>	Aligned values (personal vs company)
<b>Remote Working Compatibility</b>	Remote Productivity, Remote Communication, Remote Leadership

## Identify Your Future TALENT

Our Assessment Centre Intelligence process can give you a fantastic objective and cost effective alternative when face-to-face centres are not possible. We have 3 options depending on which approach you prefer to give you the best route for the right talent for your organisation.

### OPTION 1

Access system and be trained to run your own full in-house ACI

### OPTION 2

We will run and manage a full ACI for you

### OPTION 3

Reports only – for development of individuals or teams and acquisition



**Get in touch now for a bespoke demonstration**

