



Customised Assessment Solutions

Efficient. Practical. Targeted.

Customised Assessment Solutions tailor and embed our cutting-edge assessments to reflect your organisation's language, identity and processes.



Our assessments are renowned for their flexibility, accessibility and contemporary look and feel. However, customisation allows us to raise the bar further and truly make them your own. Combining the expert knowledge of our psychologists and the power of our technology, Customised Assessment Solutions allow you to fully embed robust assessments in your business by aligning your identity and brand to your internal culture, language and frameworks.

Our assessments can be embedded into your organisation by tailoring them to reflect your language, identity and processes

Our flexible solutions allow you to fully embed robust assessment in your business by aligning your brand identity, internal culture, language and behavioural frameworks:

- Embed your identity into the assessment experience, showcasing your brand to candidates
- Map our assessments to your competency framework, leveraging its value and encouraging consistency at all stages of the talent lifecycle
- Produce reports which reflect your brand and your language to increase stakeholder acceptance
- Integrate assessment into your e-recruitment / ATS technology for a seamless process
- Gain powerful insights from group-level analysis of your assessment data.

Talent Q provides customised assessment solutions to clients such as Royal Mail Group, Britvic, Yodel, TUI, National Grid and Carlsberg. They value customisation when:

- Employer brand is a key part of the selection process and a positive candidate experience is key
- When time and money has been invested in competency frameworks and it's important to embed that framework and its language in assessment situations
- Where stakeholder engagement with the assessment process and data is key
- When assessments need to be integrated to third party systems (e.g. ATS).



“The integration between iGRasp and Talent Q means that not only do we gain from the efficiencies made by running the graduate recruitment process online, we can also bring rigour and objectivity to the decisions we make, so that we identify and hire the best talent for Royal Mail.”

Aysha Raja, Head of Talent & Leadership,
Royal Mail Group

Your customisation options

Your identity

Customising the candidate experience and/or report to **embed your identity** into the assessment process and increase stakeholder buy in internally.

Your language

Make it your own by mapping your competency framework onto our assessments for robust and objective measurement. **Reports produced 'in your language'** increase stakeholder engagement and use as well as making them accessible to a wider range of non-specialist users. Reports can also be translated for international consistency.

Your data

Capturing biodata specific to your own organisation enables **group-level analysis of your assessment data** to answer questions such as 'How do our managers in Operations compete with those in Marketing?' Use the data to make comparisons about your talent pool with functional, sector or geographical norm groups.

Your process

Integration carries many benefits; it makes the candidate **application process faster** and more **cost-efficient**, often leading to reduced candidate drop out. Candidates experience a **seamless hiring process** and pre-defined algorithms allow the technology to shoulder the administrative load and make objective decisions. Talent Q has a proven track record of integrating successfully with some of the major ATS providers.

Online assessment experience is branded to reflect your identity

Dimensions	Task	Approximate time needed	Status	What you will need
Elements Numerical	Run Assessment	30 minutes	Not Started	
Elements Verbal	Run Assessment	15 minutes	Not Started	
Elements Logical	Run Assessment	15 minutes	Not Started	

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For a truly seamless assessment experience, your branding can be incorporated into the online assessments and reports. Equilibrium is a fictitious organisation, and is intended to illustrate how your branding can be applied.

Benefits of a customised assessment approach:

- Maximise the value of your competency framework by aligning it with the assessment process
- Reinforces your employer brand to your candidates
- Engages your stakeholders in the data as it talks 'your language'
- Gain insights about your talent through group level analysis, anchored to your organisation structure
- Seamlessly embed assessment into your existing technology and HR processes.

Assessment reports are rebranded throughout to reflect your identity

Talking 'our language': a customised assessment solution for Britvic

The decision for Britvic to work with Talent Q was determined by our ability to fulfil a number of important criteria. Firstly it was essential that the assessment reflected the Britvic DNA – their behavioural framework. Secondly, the assessment reports were going to be used by HR and the line managers so they had to be meaningful for both stakeholders to ensure that they engaged with and used the information appropriately. Finally, we could provide a clear, straightforward commercial arrangement.

Talent Q mapped Dimensions onto Britvic's behavioural framework or 'DNA' and developed a customised assessment report which measures their competencies, uses their languages and is designed for use by both HR and line managers. The wide range of reports that can be generated from Talent Q's assessments created further value and supported the already strong cooperation between our resourcing, OD and learning and development functions.

"The decision to work with Talent Q rested on the combination of customisable, robust psychometrics that can speak Britvic's language, alongside a flexible and competitive pricing model."

Tom Lidstone, Head of Resourcing, Britvic



Next steps

If you would like to discuss how Talent Q can tailor an assessment solution which fits your organisation contact us on [01844 218980](tel:01844218980) or at info@talentq.co.uk



Talent Q provides innovative and practical **online assessment solutions, training and consultancy to fit your business, how and when you want them, at a price to suit you.**