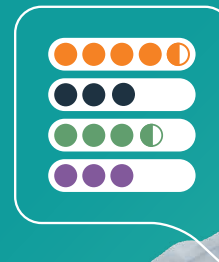




# Trying to find a talent assessment provider

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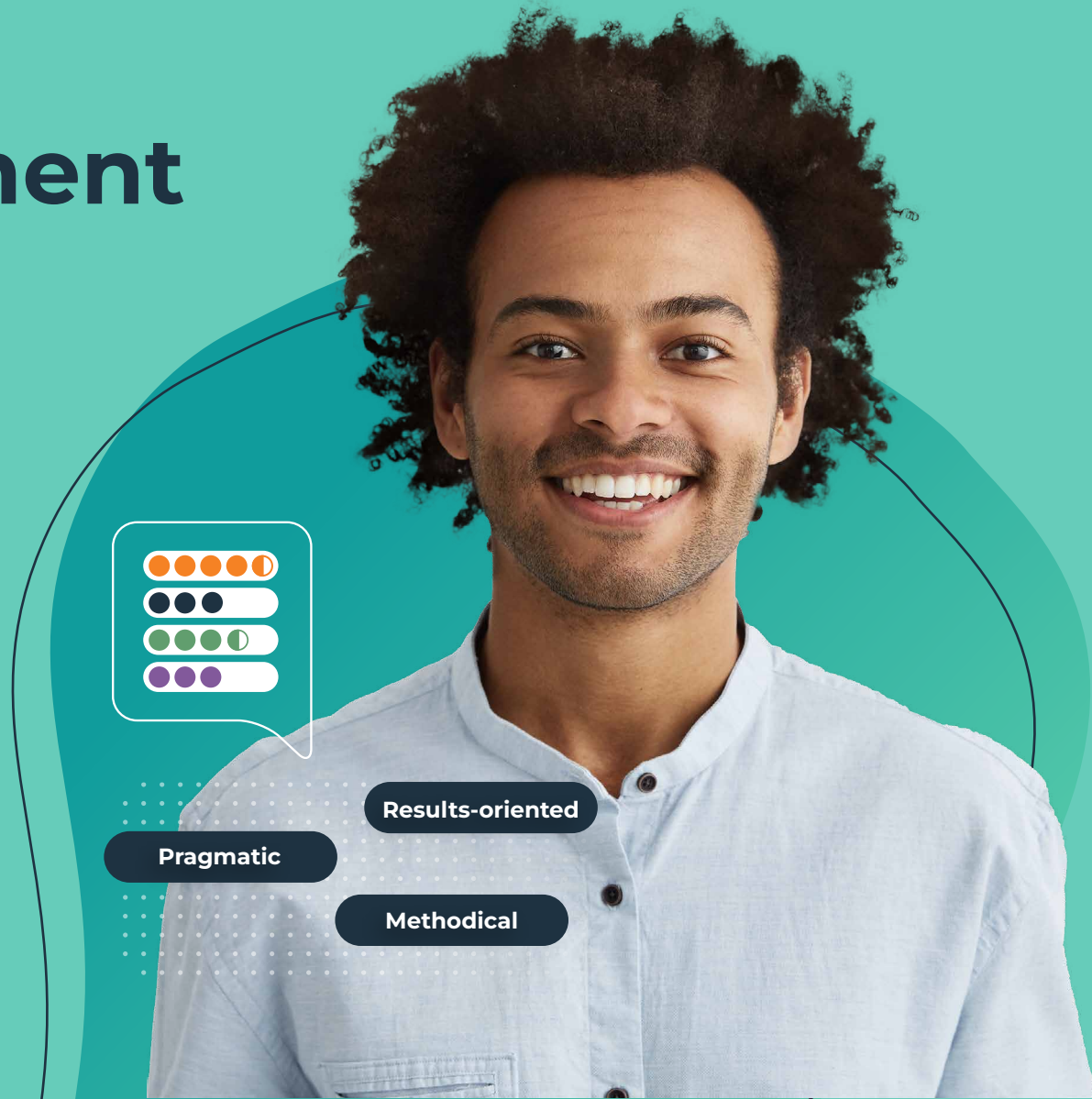
5 signs that they're  
the one for you



Pragmatic

Results-oriented

Methodical



# Introduction

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If you've read our recent ebook, you'll know what psychometric assessments are, and what they can do for your business across recruitment, management, development, and retention.

By way of a very quick recap:

- Psychometric assessments enable you to measure the psychological characteristics of individuals.
- They also help you manage and develop employees in the ways that work best for them, increasing productivity and reducing employee turnover

Once you've decided to implement psychometric assessments in your organisation, you're faced with another question: which talent assessment platform should you work with? After all, there's a whole range of providers out there – and some are better than others. In fact, the whole process of choosing a provider can feel a bit like dating – and just like in dating, the consequences of choosing a provider who isn't right for you can be disastrous.

With that in mind, we've created a list of what to look out for in a potential partner – so that you don't have to kiss too many frogs before finding the provider of your dreams.



# 5 signs you've found a great talent assessment provider

## 1 They're smart and scientific

All talent assessments are based on the same basic science – but they don't all use that science in the same way. Your ideal provider doesn't just need to look smart – they need to act it too. Are they always on the lookout for the latest developments in psychology and trying to improve their assessments using them?

Better still, if they've got their own dedicated team of scientists conducting research and publishing their findings, it's a great sign that you can trust the insights they give you.

Don't be shy about getting personal and asking to see their assessments up front! You need to know whether those assessments are purely based on algorithms, or whether your potential partner can provide outcome-focused content that helps you go beyond the data.

### *The killer question:*

**So, are you engaged in any ongoing research to optimise your platform?**

## 2 You don't need a degree in psychology to understand them

Although your ideal partner needs to be smart, you don't want them to be so scientific that you can't understand them. Ask to see the insights their platform generates – do they make sense? If they're having to explain what everything means, it might be a sign that it's not going to work out.

Ideally, the platform should combine deep science with an intuitive user interface. There are plenty of platforms with a great user experience but are based on shaky science – and scientifically sound platforms that are extremely hard to use. Steer clear of them!

### *The killer question:*

Can I see the information you get from an assessment? Can I have a demo of the platform, please?



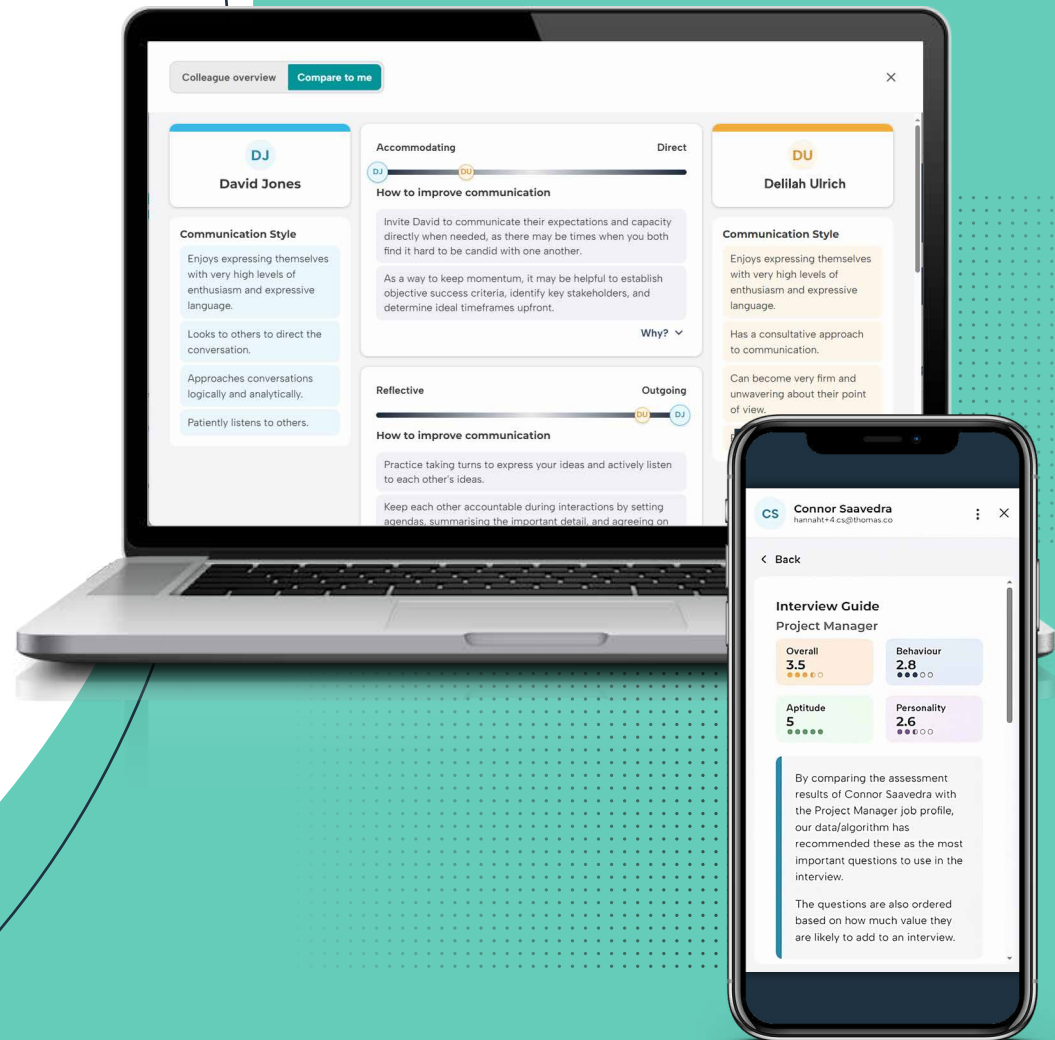
# 3 They are thoughtful and make your life easy

Have you ever been in a relationship where it feels like you're the only one making an effort? It doesn't have to be that way. Your talent assessment platform should be working hard to help you make the most of your assessment data – for instance, by presenting dynamic content in the right context such as interview guidance, or by benchmarking results against each other.

And if they can provide a slick and intuitive user experience on a range of devices, they're definitely second date material.

## The killer question:

Show me how easy it is to benchmark candidates by comparing them to each other or my top performers.



## 4 They've been around a while

OK, so a provider's history doesn't always define their future – but it's always worth seeing how long they've been around. It can give you a clue as to how experienced they are, and how safe you'll be with them.

You could even go online and see if they have stories of previous happy partners that prove they're as good as they say they are.

### *The killer question:*

Do you have a customer who would be happy to give me a referral?

## 5 They get on well with the rest of your family

How well does your potential partner fit in with your existing systems and processes? After all, those systems might have been in place a long time – expecting them all to change for your new provider could be unrealistic.

In particular, ask whether your provider can fit into your ATS workflow. Psychometric assessments deliver the greatest value during the recruitment process, so you want to make sure they're providing the most value possible.

### *The killer question:*

How are you going to make my recruitment process smoother?



# Consider the whole package

One theme you'll notice from our guide is that when choosing a talent assessment platform it's not just about assessments. Just as you don't look for a partner in love based on one characteristic, looking for a partner for talent assessments should be about their entire platform – not just the assessments.

Does your prospective provider have the scientific expertise to add a layer of intelligence to the insights their assessments generate, offering contextual advice specific to the individual? Do they make that information clear and easy to understand, and make the assessments easy to interpret?

Of course, with any choice like this there's an emotional component too. Does the provider you're working with feel right? Do their values match your own, and does their way of doing things gel with your own? If there's truly nothing else separating two providers, these emotions may well help you make the right decision. But before you start listening to your heart, it's always worth ensuring that your head has done its research too.



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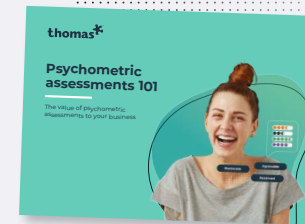
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## Ready to read more?

If you'd like to see how the Thomas platform can integrate into and support your business processes, take a look at our guide, '7 key business processes where a talent assessment platform adds value'.

[Download the guide →](#)



## Talent assessment platforms – let's recap

Read 'Psychometric Assessments 101' to gain a thorough understanding of what psychometric assessments are, as well as the benefits they can bring to your business' recruitment, development and retention strategies.

[Download the guide →](#)