

# Talent Q

## Key features



> Quick and easy to complete online

> Measures personality traits

> Measures verbal, numerical and/or logical ability

> Dimensions assessment available in 40 languages and Elements assessment available in 39 languages

*Talent Q Dimensions and Elements are unique, online, work-focused psychometric assessments for assessing large talent pools.*

Developed by Roger Holdsworth, a pioneer in the field, they measure personality and ability using the latest adaptive testing technology. Talent Q assessments gather data quickly, efficiently and with minimum investment. And they report in ways which can inform a range of talent decisions: screening and selection, matching people to jobs, coaching and development, identifying high potentials, leadership development and team building.

### The benefits

- **Compact and easy-to-use.** The assessments measure personality and ability using one flexible online system. Dimensions and Elements take half the time of other assessments.
- **Multi-purpose.** The data can be used at different points throughout the talent lifecycle – there's no need to invest in and manage a suite of psychometric assessments.
- **You can rely on the results** as all assessments have been masterminded, researched, built or supervised by Roger Holdsworth, a pioneer in the field.
- **Robust and fair.** Elements adapts to the ability of the candidate which allows individuals of every level to demonstrate their full ability and potential.
- **Can be customized.** Dimensions includes an in-built personality-based job profiler so you can assess against the requirements for specific jobs. Both assessments can be customized to reflect client branding.
- **Straightforward, value-for-money pricing.** There are no costly set up fees commonly associated with many psychometric test providers.

### The return on your investment

Using Talent Q assessments is a cost effective and reliable way to assess a large number of candidates.

#### It's predictive:

When in-depth assessments of behavior are too difficult or costly to carry out, Talent Q provides a cost effective and reliable way to predict performance:

- In a global telecoms organization, those predicted by Dimensions to be in the top 50 per cent of performers generated 14 per cent more sales than target and 11 per cent more than lower performers.
- Pharmaceutical sales professionals predicted by Dimensions to be higher performers achieved 7 per cent higher sales against target.

#### It can save you money:

A banking organization found that a lack of robust and valid screening early on in their large scale graduate recruitment process was leading to a high rate of line manager interviews and assessment centers.

They remodeled their process to include the Elements ability tests followed by Dimensions personality assessment linked to a telephone interview. As a result, line managers saw fewer but better candidates, and the organization achieved:

- a reduction in total costs from £2.9 million to £1.8 million (across 28,000 applicants)
- a significant reduction in HR and line management time required
- investment redirected to attracting the best candidates.

## How does it work?

### The assessments

The process for each online assessment is simple and easy to implement. Dimensions assesses key work-related personality attributes. Elements measures numerical, verbal and/or logical reasoning.

### The results

One Dimensions assessment can generate multiple reports.

- **Trait profile:** and a narrative report to support interpretation.
- **Team profile:** eight typical team roles.
- **Behavioral type at work profile:** five pairs of personality types.
- **Sales profile:** eight key stages in the sales process.
- **Derailment report:** eight potentially career limiting or derailing factors.
- **Potential report:** combining Dimensions and Elements data to indicate leadership potential.
- **Development profile:** three domains: relationships at work, tasks and projects, drives and emotions.
- **Role match profile:** likely fit to a specific role.

Elements reports:

- scores as a percentile, against a choice of norm groups
- the time taken to complete compared with the time typically taken.

### The database

Talent Q offers a discrete set of norms for each language version of Dimensions. The global norm forms a sample size of over 35,000. The Elements norm forms a sample size of 27,000.

### Training and accreditation

You – or selected staff – have a choice of training options. Those with existing British Psychological Society (BPS) certification can attend a half day Introduction to Dimensions workshop. Those without certification can undertake a blended learning program leading to BPS and European Federation of Psychologists' Associations (EFPA) certification (equivalent to the former Level A and B qualifications).

### Support

You will have access to the Talent Q Assessment System to administer assessments and produce reports. You will have a dedicated account manager who will get you started provide advice. For additional cost Hay Group can provide administration support.

**Data from Talent Q  
Elements and Dimensions  
informs every stage of  
the talent lifecycle.**

To find out more about  
Talent Q and how your organization  
could benefit please contact us

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