

Elements

Psychometric ability testing remains the single greatest method of predicting job performance and individual potential. Talent Q has harnessed web technology to assess ability in a more sophisticated and efficient way.

Elements represents a new generation of on-line assessments. By employing DAT, Dynamic Assessment Technology, proprietary to Talent Q, Elements can be deployed at all organisational levels. Simply put, there is no longer a need to carefully determine which test to use from a confusing array.

Client User Experience

- Suitable for unsupervised on-line use with subsequent verification test
- Reports can be instantly generated
- Can be used across all sectors, functions and levels
- Provides a common organisational benchmark
- Results can be compared against different norms as required
- Complete user self service functionality
- Secure technology platform, volume handling
- Ability to integrate with work-flow applications of other vendors
- Repeated use of data for different applications

Candidate Experience

- Takes less than 30 minutes to complete online
- Contemporary relevant
- Easy on-line access with full instructions

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Dynamic Assessment

Elements Verbal and Elements Numerical provide information and questions spanning in difficulty from easy to very difficult. All candidates commence these assessments at the same point, but this is about the only common experience, those who answer quickly and accurately are rapidly progressed to increasingly complex information and questions, those who take longer or answer incorrectly are presented with easier information and questions.

Elements adapts to the candidate and focuses on the individuals' level of ability. Elements offers considerable time efficiency over other assessments whilst offering high levels of psychometric rigour. The unique combination of adaptation based on a candidates responses, twinned with the in-built randomisation of Elements makes this suitable for un-supervised assessment when a subsequent verification test is used.

Elements can be used to support

- Recruitment – sifting and assessment
- Identification of high potential
- Personal development

More information of Talent Q Elements is available including sample reports and a full technical manual.

Please contact us for further details
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