



E-valuation™ Technology-enhanced Assessments Centers for Selection and Development

E-valuation™ is a top-shelf assessment solution that is scalable, cost-effective, highly realistic, and engaging. Our clients enjoy exceptional Return-on-Investment with the **E-valuation™** process and view the process as a market differentiator for recruitment, selection, and professional development.

E-valuation™ virtual assessment centers create a realistic "day in the life." Through the simulation of a series of job-related activities in a fictitious organization, participants test drive a job while employers test drive the participant. Simulations are designed to replicate important elements of the actual job responsibilities, work environment, and culture. During the simulation trained assessors observe and evaluate participant performance against role-specific competency models. Our assessments help our clients pinpoint the most qualified candidates for selection and develop outstanding talent. All recommendations are documented with competency-based feedback reports. **E-valuation™** identifies strengths and developmental opportunities, which can then be fed into actionable development plans.

Benefits of **E-valuation™** Technology-enhanced Assessments:

- ☒ Delivers personalized assessment materials, enhancing realism and motivation
- ☒ Simulates today's technology-influenced work environments
- ☒ Is competency-based and readily customizable for a wide range of competencies, positions, and simulations
- ☒ Affords central control with local implementation – can be delivered anywhere in the world that has an internet connection and a telephone line
- ☒ Provides strategic HR recommendations and customizable individual behavior-based reports
- ☒ Provides all the benefits of a traditional assessment while offering substantial cost savings

E-valuation™ Technology-enhanced Assessments include:

- ☒ Easy administration
- ☒ Candidate invitation and prework (optional)
- ☒ Scheduled and unscheduled role plays simulating on-the-job activities
- ☒ Personalized electronic in-basket including emails, business plans, personnel records and/or client accounts
- ☒ Personality assessment profile (optional)
- ☒ Real-time tracking of candidate behavior
- ☒ Behavioral analyses of competency strengths and development needs
- ☒ Management feedback report with recommendations for selection, development planning, and ongoing talent management
- ☒ Candidate feedback report with analyses of strengths and areas for development
- ☒ Aggregate reports of data useful for multiple HRIS and HR planning
- ☒ A help-line

***E-valuation™* for Selection**

Consider the following points:

- 🏠 Staff represent one of the two most significant costs confronting businesses (real estate being the second)
- 🏠 The average cost of turnover has been estimated between 75% and 400% of a year's salary and benefits
- 🏠 75% of the demand for new employees is to replace those who have left
- 🏠 The most significant challenge in recruitment and hiring is that while there is an abundance of applicants, there are fewer qualified applicants available

Assessment outcomes demonstrate substantial business impact in a selection context. Recent impact results indicate that sales professionals who passed the assessment:

- 🏠 Generated 109% more revenue than those hired without the assessment.
- 🏠 Had a 55% lower turnover rate than non-assessed sales professionals during the first 6 months in production and 78% lower during the first year.

The key to success in selecting new staff is in distinguishing between the qualified and less qualified. What if:

- 🏠 You could significantly increase your effectiveness at hiring extraordinary talent?
- 🏠 You could significantly reduce turnover?
- 🏠 You could identify superior talent?
- 🏠 You could identify individual strengths and development needs as part of an onboarding process?

***E-valuation™* for Development**

Consider the following points:

- 🏠 In a few short years, the largest generation in the history of the United States – the “baby boomers” – will begin their much-anticipated exit from the workforce, leaving a massive talent void in their wake. The migration of this cohort will create a skilled labor shortage so significant that it is forcing companies to propel their talent management processes into high gear
- 🏠 Staffing and retention represent one of the two most significant costs confronting businesses (real estate being the second). The eradication of many middle-management positions over the past two decades has left many companies with a shallow talent pool from which to replace retiring leaders
- 🏠 Organizations with the most effective talent management systems are more likely to use simulations to identify and develop candidates

The key to success in identifying high potentials and developing greater bench strength in your talent pipeline is in distinguishing those with the greatest aptitude and ability to leverage development opportunities. What if:

- 🏠 You could observe people's operating style instead of only hearing them talk about what they have done in the past or would do in the future?
- 🏠 Participants could “test drive” a job or new skill set?
- 🏠 You could significantly increase your effectiveness at identifying extraordinary talent?
- 🏠 You could significantly increase retention and keep a ready stock of high potential talent?
- 🏠 You could identify individual strengths and development needs to ready your people for the future and create actionable development plans?

To learn more, contact us at info@fenestrainc.net