

# HIRE THE RIGHT GRADUATE TALENT.



**Knowing what to assess - as well as how to assess - is the key to your graduate recruitment strategy and the future of your business.**

**Creating an effective process to identify high-quality graduates that meet the needs of your organization and addresses the following issues:**

- High graduate turnover caused by a poor 'fit' to the role and organisation.
- Graduates dropping out of the recruitment process, or renegeing on job offers before starting.
- Graduates having poor candidate experiences that ultimately damage your brand and alienate them as future customers.
- Key graduate talent not applying because pay and rewards are uncompetitive.

**Our Graduate Assessment Solution offers a fully self-service, 24/7, multi-dimensional assessment method with automated reporting that:**

- Allows use of the best mix of assessments to enable every candidate to showcase their potential, while simultaneously allowing recruiters a holistic view of each applicant.
- Uses data-driven Success Profiles to provide a clear prediction of a graduate's fit to a role - adjustable to meet the precise needs of your organisation.
- Provides configurable, branded, and fully-interpreted reporting that requires no training.
- Offers a personalised Interview guide included as standard.
- Includes market insights around talent scarcity and reward based on your chosen graduate market - giving you a unique competitive edge to hire the right talent quickly.
- Graduate Success Profiles can also be linked to other talent management solutions such as professional development, or potential assessment, all seamlessly available in one easy-to-use assessment system.

## Benefits

- Recruitment that identifies the right candidate based on a holistic view.
- Reduced time-to-hire through an engaging recruitment process and fast, intuitive reporting.
- Lower graduate turnover with more candidates fitting the role and the organization.
- Stronger employer brand through an improved candidate experience.
- Insight into competitive market rates of pay.



## Graduate Assessment Solution Overview:

What can be measured?

- Competencies
- Cognitive ability (numerical, verbal, logical).
- Drivers
- Traits

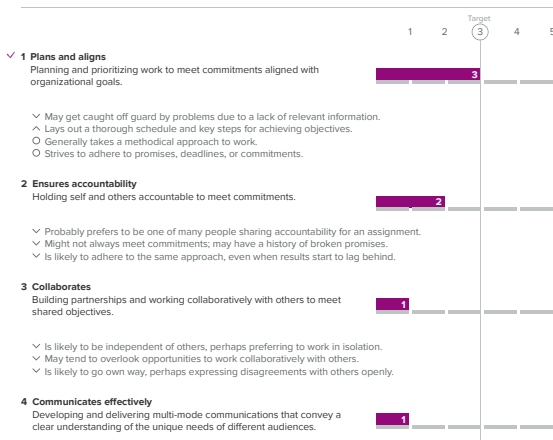
What are the outputs?

- Hiring Report
- Interview Guide
- Talent Grid (for data analysis)
- Participant Feedback report.

### Behavioral competencies

Competencies are skills and behaviors required for success that can be observed. They shape behavior and are critically important in determining how someone does their job and how they accomplish goals. Competencies enable individuals to make meaningful contributions to support the organization.

1/4  
Competency fit summary



Sample report - Behavioral competencies

### How to read this report

This section provides an overview of the information presented and symbols shown in the report. You may find it helpful to read this section before reviewing this individual's results. It can also be a useful reference page to return to if you have questions as you read the report.

#### Success profile

The success profile for a role outlines the capabilities that will help someone do well in the role. The Candidate summary page briefly describes some features of the role. It then lists the capabilities from the success profile for which assessment results are available. Capabilities where an individual's results indicate good fit with the responsibilities of the role are highlighted.

This report is using the Success profile: *Advisor Public Relations and Communications II*

#### Overall fit to role

Overall fit to role gives a broad sense of how well an individual's capabilities align with the responsibilities captured in the success profile. It integrates all assessment results. First, the average score of a set of capabilities is computed. Then, the averages of each set are averaged. The resulting scores range from 1 to 5. Scores closer to 1 indicate less fit to the role.

When using the assessment results to inform decisions, it is important to keep in mind that some individuals with the same overall fit to role may have different profiles of capabilities. For example, one individual may have an overall fit to role score of 3 because their scores fit the success profile on every capability. Another person may have a fit score of 3 because they are well above what is recommended for the role in some areas, and well below in others.



#### Scales

Assessment results are reported on a 1 to 5 scale, with 5 being the more favorable, or better, end of the scale.



#### Assessment result

Bars are used to illustrate assessment results. The number on each bar is the individual's score. The highest, or best, score that can be received is a 5. A score of 1 is the lowest.



Sample report page - How to read your report

70% of graduates claim that other people's bad experiences with an organisation would put them off applying to that company for a job\*.

### Supporting a positive candidate experience:

- Gives the candidate an insight\*\* into the role or organizational culture.
- Provides a transparent and diversity-friendly process.
- Gives every candidate a chance to showcase their potential.
- Aligns your approach to your employer and consumer brand.
- Offers all candidates valuable feedback, regardless of the application outcome.

\* Korn Ferry Grad Survey 2013.

\*\* Situational Judgement Test available.

### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.