



Talent Acquisition Assessments

Our point of view

Making hiring decisions is like trying to predict the future.

But **how do you know what a candidate's performance will look like before they're actually on-the-job?**

At BTS, we believe that assessments modeled after the organization and job provide the most accurate, valid, and least biased way to predict candidate success. BTS has been modeling roles and organizations for more than 35 years, collaborating with clients to ensure each assessment is an accurate representation of their business model and strategy.

How we can help you

We start by digging deeply into your organization and targeted roles to learn:

- What great looks like, and what it takes for people to thrive
- Your business model and strategy
- About your customers and how you serve them
- How the targeted roles fit into this bigger picture

With this knowledge and an understanding of the job level and overall hiring process, we build assessments that are either:

- Completely automated and can seamlessly integrate into your applicant tracking system
- Conducted live with trained assessors who can role-play with candidates and observe them in real-time

In both cases, candidates are immersed into simulated, yet realistic, environments modeled after your organization where they make difficult decisions and solve business challenges. In essence, we create the opportunity to observe candidates perform the job in a controlled environment.

On an ongoing basis, we conduct appropriate validation research to ensure our assessments are legally defensible and have real-world impact. We also monitor pass rates and adverse impact, so we can detect and address problems before they occur.

How we are different

Providing resources for informed decision-making

After the assessment, you (and your candidates, if desired) will receive feedback on individuals' strengths and development opportunities aligned to your organization and the role. By completing an assessment modeled after the realities of the job, candidates are equipped to make better decisions regarding potential job offers.

Upon entering the organization, **you and the candidate now have a wealth of information** about their capabilities for the role, which can be used to prioritize onboarding efforts.