

Talent Filter

Online Situational Judgement Screening

Objectively improving the efficiency and effectiveness of talent acquisition.

Like many organisations, you are probably facing increased volumes of job applications. At the same time, you urgently need to reduce cost and make more efficient use of your internal resources. And, you're still committed to providing a great candidate experience and making defensible selection decisions based on objective criteria.

In these challenging times, Situational Judgement Testing for volume recruitment is rapidly becoming the pre-selection tool of choice.

Talent Filter is a flexible, bespoke, on-line situational judgement test that can be delivered cost-effectively and speedily to enhance your volume recruitment campaigns and manage speculative applications.

A short questionnaire comprised of a series of scenarios and alternative responses that reflect both the activities of the role and your organisation's unique brand, it manages applicants' expectations from an early stage, enhancing their engagement with your organisation.

We know that speed is critical when trying to meet business recruitment deadlines. Our online capability, combined with our unique scenario development methodology, has enabled Penna to significantly reduce the time required to build and deploy bespoke content.

Our standard delivery platform can be integrated with your existing candidate management systems or delivered standalone.

Once in place, Talent Filter significantly reduces both the cost of screening and time required to arrive at a qualified short-list.

Utilising an automated scoring system, Talent Filter records applicants' selected choices and awards scores based on predetermined response weightings. Easily accessible reports provide a real-time view of all applicants and their scores, enabling you to focus your resources on the most talented and appropriate applicants.

Created and developed by a team of Chartered Occupational Psychologists, Talent Filter provides an unbiased view of an applicant's fit to role and underwrites your selection decisions as fair and objective.

Reductions in internal resource required to process applications, together with increased quality of candidate and reduced attrition, are just three of the returns our clients experience.

The ROI and added value will be significant and measurable. Our flexible cost models will enable you to shape a pricing solution to suit your specific budget needs.

To find out how Talent Filter can help your organisation please contact Daryl Murray our Assessment Design Director on 07715 690420 or email daryl.murray@penna.com



Penna
Resourcing