



Talent Selection Programs

The Snapshot: Talent Screening

The snapshot includes 2 assessments and a 1 hour interview with our management psychologist usually on the phone. If the client is local an office visit is encouraged; they come to our office.

What you get from this program is highlighted in the following;

- 1 hour interview on phone with candidate
- 2 assessment computer generated reports
- 15 minute consultation reviewing data with internal champion
- During the consultation the psychologist will answer any questions and review their general findings.

The Wide Angle: Talent Assessment

The Wide Angle assessment includes 2-4 assessments and 2 hours of interviews with the psychologist. This needs to be done in person and we will assess not only patterns and trends but do a screening for how the job description fits with the candidate. We will also do a one hour review consultation with the internal champion.

This package includes...

- 2 hours of interviews with candidates
- 2 -3 assessment computer generated reports
- 60 minute consultation reviewing data with internal champion
- During the consultation the psychologist will answer any questions and review their general findings.
- 1 page written summary of findings

The Portrait: Talent Assessment and Conclusions

The Portrait is a partnering assessment. We will work with the internal champion to help identify best practices of job opening, required attributions, and position assessments that measure for those desired targets. This is very comprehensive and will usually consist of 4-6 hours of management psychologist time as well as 3-5 hours of interview sessions and assessments as needed.

The Portrait includes;

- 4 hours of interviews with candidate
- 2 -3 assessment computer generated reports.
- A 360 Emotional Intelligence Assessment
- 4 hours of consultation reviewing data with an internal champion
- Full talent evaluation report written by management psychologist

