



EVALUATE ENGAGE EVOLVE

Improving Selection and Learning Through Modernized Psychometric Assessment Strategies

Brought to you by
Sarah Linkletter and Olfa Karoui



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Introduction



Who is EPSI?



More than **25 years of experience** in the development and integration of online-based solutions.



More than **70 experts** working in psychometric, HR, IT and client service domains.



1000 clients in Canada, US, France and Maghreb.



Business partner with IBM and SHL



Assessments offered in more than **80 countries**.



Evolution in the **online testing field** since 2006.





Current HR Trends

Organizational Success

Recruitment and selecting the best candidate for your context is vital in ensuring the success of your organization.

Big Data

Nowadays, we are moving towards Big Data so how can we leverage that in hiring practices?

Psychometric Assessment

Organizations are moving towards psychometric testing for personnel selection:

- Beneficial to employer,
- Beneficial to employee,
- Cost-effective.

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Activity

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Event code:

590930





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Psychometric Assessment

What is psychometric assessment?



Multi-step process used to match organization to candidates.



Psychometric tests provide your organization with an objective measure of key competencies needed to optimally perform a job.



The psychometric exam can take many forms but is always a reliable and valid measure which provides a prediction of the candidate's performance.



Psychometric assessments provides you and your organization with the data needed to inform your decision regarding which candidate you will select.

Authentic Assessments



Authentic assessment mirror the real-life challenges and interactions candidates will experience in the workplace.



Bloom's taxonomy of learning provides a guideline as to how we can adapt our questions and assessments to better reflect the workplace environment.



Authentic assessment examine candidate's performance on worthy intellectual tasks.



Authentic assessment are also very valuable for professional development training.

Organizational Branding and Employee Experience

Today's job market is competitive and rapidly changing.

As the corporate world evolves, your selection processes must also be reinvented in order to attract candidate who can perform optimally within your organization.

Candidates value administrative efficiency, company reputation, quality of pre-hire assessment, fairness of selection processes, etc.

Psychometric assessments gives your organization the opportunity to portray the image you want to job seekers.

Psychometric assessments also allow you to identify where your employees would benefit from additional learning and put forth a career development plan.



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Learning

So, what is learning?

“The beautiful thing about learning is that nobody can take it away from you.” - B.B. King

“I am always ready to learn although I do not always like being taught.” – Winston Churchill

“Develop a passion for learning. If you do, you will never cease to grow.” – Anthony J. D’Angelo

“It is what we know already that often prevents us from learning.” - Claude Bernard

‘Tell me and I forget. Teach me and I remember. Involve me and I learn.’ – Benjamin Franklin

“We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn.” – Peter Drucker

“Being a student is easy. Learning requires actual work.”
— William Crawford

“He who laughs most, learns best.” – John Cleese



Experiential Learning



Experiential learning requires employees to critically reflect on their experiences.



Through reflection, employees are invited to critically think about and engage in meaning-making, particularly valuable when speaking of professional development.



Simulations and authentic assessments embody experiential learning.



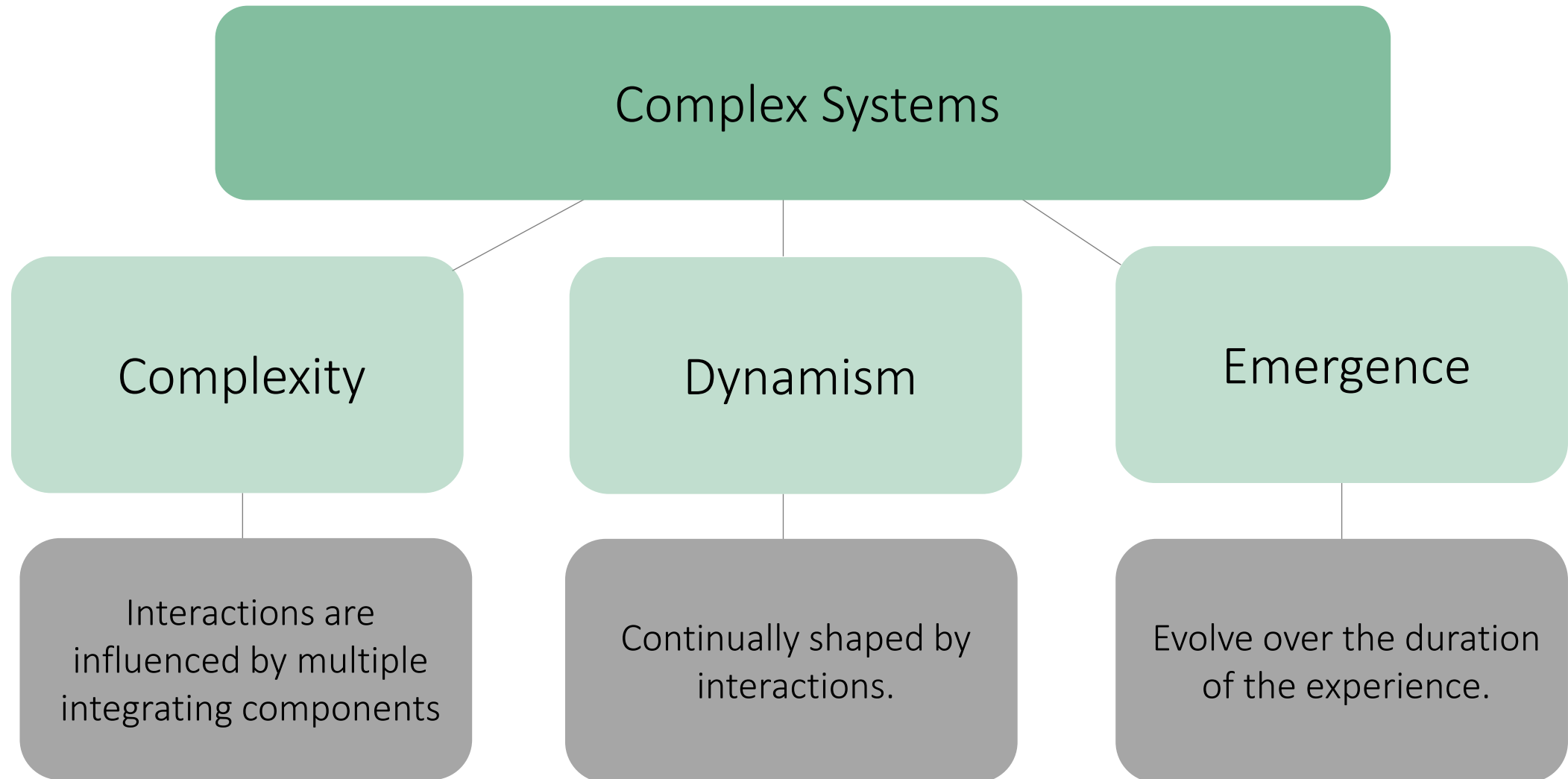
These types of assessments allow employees to engage in strategic decision making and other key competencies.

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Gamification



Introduction



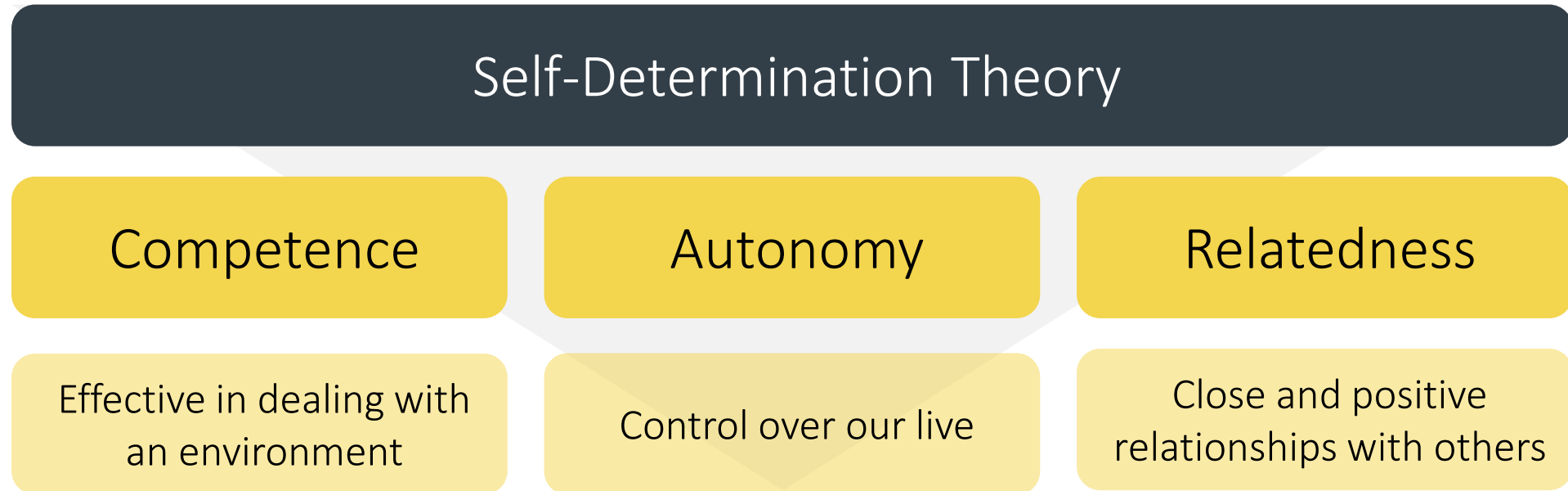
Gamification

- Game mechanics, content and assessment.
- Learning, performance and transfer of knowledge.
 - Cognitive load, situational interest, personality, etc.
 - Consideration of biometrics and physical components.
- Exciting new venture, but costly and timely.
- Level progression linked to skill and ability.
- Content flow and stealth assessment.
 - Importance of user engagement.



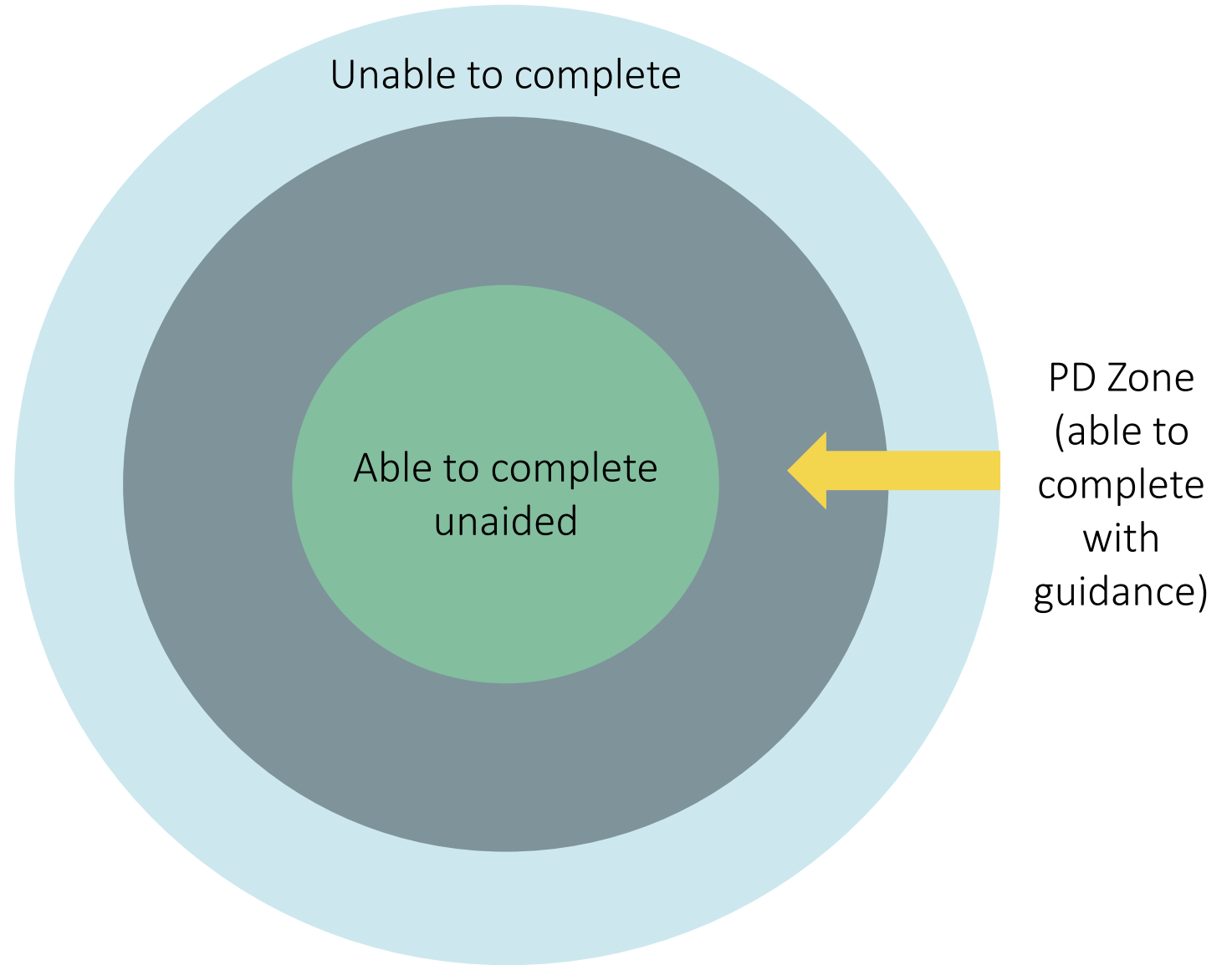
Learning and Gamification

- Consider natural tendencies and intrinsic motivation.
- Importance of elements like inherent interactivity, challenge, and curiosity to maintain intrinsic motivation.
- Development of new skills during game-based assessment.



Proximal Development

Tasks that lead a learner to the cusp of their abilities affects their engagement and motivation positively and helps them remain in flow during the game-based assessment.





Game-Based Variables

Trait Variables

Executive functions, verbal ability, and spatial abilities.

Situational Variables

Emotional state, engagement, and cognitive load.

State Variables

Subject-specific knowledge and meta-cognition.

Artificial Intelligence

- Remove barriers and adverse impact
- Identify and assessment objective performance criteria
- Utilize realistic and interactive AI-based technology (e.g., chatbots, SJTs, video assessments, etc.).
- Challenges include: defensibility, time, ethics, data governance.



5 Key Takeaways

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A man with dark skin and short dark hair is standing against a light gray background. He is wearing a white long-sleeved sweater with a ribbed texture and a small buttoned placket at the neck, and light blue trousers. His hands are held out at waist level, palms up, in a questioning or open gesture. He is looking upwards and to his right with a slight smile. The word "Questions?" is superimposed over the center of the image in a large, black, sans-serif font.

Questions?



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