

Optimizing talent identification with a multi-assessment solution

This global speciality chemical manufacturer's goal is to provide science-based, sustainable solutions for the future of mobility and modern life.

The challenge

As part of this ongoing mission, they needed to ensure they were recruiting the right people into the right role, so sought to reevaluate and optimize their recruitment process for both individual contributors and managers across many different business areas.

The previous recruitment solution presented two significant challenges:

- 1 Inconsistencies in the hiring process across different business areas and roles.
- 2 A poor candidate experience meaning high rates of disengagement and drop-outs during the hiring process, leading to missed top talent in a competitive landscape.

The solution

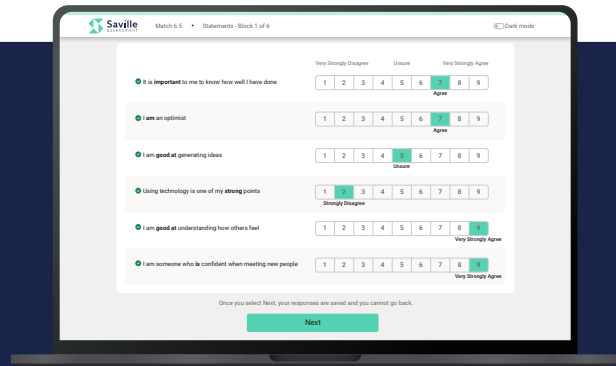
The client required a solution that offered an efficient and consistent method of assessing candidates based on the key behaviors aligned with each different job role across the business.

Additionally, exploring candidate commitment to the organization's core values and principles was critical to promote strong cultural fit and improve retention.



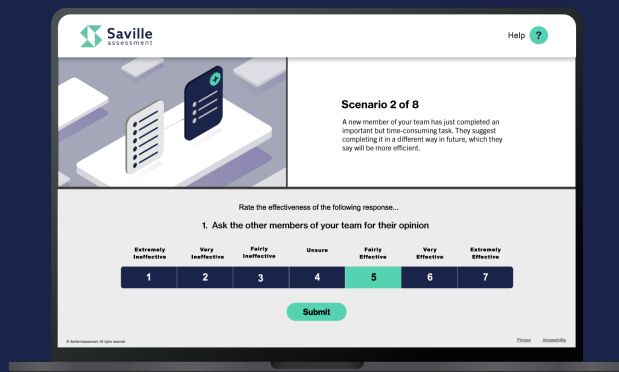
They engaged our expertise in delivering tailored, scientifically proven, and scalable assessment solutions that achieve clear, measurable results and an impactful return on investment. The agreed approach was to create a validated multi-assessment solution, comprising:

Our Match 6.5 behavioral assessment – to target the key behaviors considered essential for each role.



The screenshot shows the Match 6.5 behavioral assessment interface. It features a header with the Saville logo, 'Match 6.5', 'Statements - Block 1 of 6', and a 'Dark mode' toggle. The main content area displays six statements with corresponding Likert scales (1-9). The statements and their selected values are: 'It is important to me to know how well I have done' (7), 'I am an optimist' (7), 'I am good at generating ideas' (5), 'Using technology is one of my strong points' (2), 'I am good at understanding how others feel' (8), and 'I am someone who is confident when meeting new people' (7). A 'Next' button is at the bottom.

Statement	1	2	3	4	5	6	7	8	9
It is important to me to know how well I have done							7		
I am an optimist							7		
I am good at generating ideas					5				
Using technology is one of my strong points		2							
I am good at understanding how others feel							8		
I am someone who is confident when meeting new people							7		



The screenshot shows the Saville Scenario 2 of 8 interface. It features a header with the Saville logo, 'Help', and a 'Scenario 2 of 8' title. The main content area displays a scenario description: 'A new member of your team has just completed an important but time-consuming task. They suggest completing it in a different way in future, which they say will be more efficient.' Below the scenario, there is a rating scale for 'Rate the effectiveness of the following response...' with a 'Submit' button. The rating scale is a 7-point Likert scale with labels: 'Extremely Ineffective', 'Very Ineffective', 'Fairly Ineffective', 'Unclear', 'Fairly Effective', 'Very Effective', and 'Extremely Effective'. The selected value is 5.

Extremely Ineffective	Very Ineffective	Fairly Ineffective	Unclear	Fairly Effective	Very Effective	Extremely Effective
1	2	3	4	5	6	7

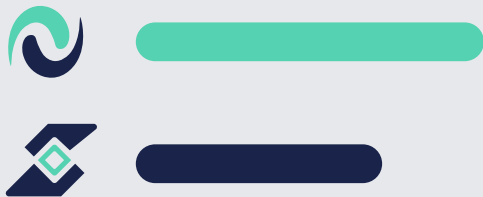
Custom values-focused Situational Judgment Tests (SJTs) to assess alignment with the company's core principles and values, as well as an understanding of what to do in realistic workplace scenarios at the individual contributor and manager level.

Our team kicked off the project by conducting multiple focus groups with key stakeholders from across the organization. This mapped out a clear understanding of the critical behaviors needed for effective performance within the different departments and job roles.

The focus groups also informed the development of work-relevant scenarios required by the custom SJTs, which would provide candidates with an engaging and realistic preview of working life as an individual contributor or manager.



Once developed, the combined assessment solution was validated against key job performance criteria using a range of incumbents across the organization.



This provided evidence of the solution's ability to accurately forecast job performance. The validated assessment solution was integrated into the backbone of the recruitment process, run through the organization's applicant tracking system (ATS).

Applicants in a wide range of roles across the company completed the multi-assessment solution and a single combined role fit score was generated for each candidate, providing a clear recommendation on suitability for the particular role in question and whether to advance the candidate to the next stage of the process.



For each successful candidate, a custom interview guide was generated based on their assessment results, ensuring consistency throughout the process and among candidates.

Benefits to the organization

QUALITY



The final solution offered a fast and engaging assessment experience for candidates, while providing clear and informative outputs to empower the hiring team in making confident, objective decisions.

ENGAGEMENT



This new process enhanced the candidate experience, increased consistency, reduced bias in the hiring process, and improved the forecasting of future applicant performance.

DIVERSITY, EQUITY & INCLUSION



A subsequent predictive validation study further confirmed the solution's strong prediction of job performance, while ensuring no adverse impact based on gender or ethnicity and, therefore, a fair assessment for all candidates.