



iAssess™ – In-Tray / Analysis Exercise support software

Seeing is believing!
Are you convinced of the applicants' proficiency by simply listening to what they say in an interview?

Or would you prefer to evaluate by watching them in real-life situations to gauge their proficiency in behaviours desired?

Know the benefits of Assessment Centre and simulations but find the cost of assessors and time required to run the simulations too prohibitive?

iAssess™ is an ATM style simulation software designed to test competencies and behavioural proficiency via an automated In-Tray / Analysis Exercise which could be used in a selection process, promotion exercise, assessment for development etc. It is based on the Assessment Centre Methodology which uses behavioural simulations to test assesseees. The focus here is behaviours. Behaviours include actions and writing that are visible. Simulations are tests and exercises that depict situations where assesseees need to do something – like write a strategic plan or go through a stack of memos that require attention and decisions. Hence, these are tests that simulate episodes in a job position designed to elicit behavioural responses from the assesseees. Such tests are not the likes of paper and pencil tests that test for knowledge, aptitude and personality profile. They are also not case studies or hypothetical scenarios that seek theoretical responses from assesseees on what they would do. Instead, behavioural simulations are *bona-fide* real-life situations created to bring out actual responses from assesseees thereby allowing us to see how the assesseees react to situations rather than what they think they would do in such situations.

In-Tray/Analysis Exercise

A Day in the Life of

Simulation

Competency Assessment



eAssess™ presents scenarios where assesses need to act and react, giving them a chance to demonstrate their capabilities. Hence, they are evaluated on what they do and not just what they say or what others say. eAssess™ may be loaded with content-valid simulations that test specifically the competencies of a particular job.

Highlights of the application include:

- "A Day in the Life Of" scenario, allowing applicants to get the feel of being placed in a real work environment where they receive tasks, emails, or documents in their In-Tray;
- Natural Language Processing (NLP) technology to evaluate applicants' narrative responses on the tasks given;
- Automatic computation of score for each competency or key behaviour by aggregating observation inputs and using rule based programming;
- Open library structure to allow inclusion of scenarios that are specific to organisation;
- All reports are in MS Excel® format to facilitate flexibility in reporting format and further analysis work;
- Available in English and Asian languages.



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