

UNDERSTAND AND BENEFIT FROM THE POWER OF CORE ASSESSMENTS



Premium talent acquisition solution based on science, underpinned by actionable talent insights and powerful profiling!

Creating an unfair advantage for clients to do ordinary things in extraordinary ways!

Partnering with BPM Tech can successfully transform your approach to talent acquisition and deliver measurable business results faster!

Hire right,
every time!
Know what
great looks
like for you

Attract,
engage
and retain
talent

Reducing
hiring bias
with
powerful
insights

Maximise
recruitment
ROI



ASSESSMENTS

CORE have partnered with an award winning and industry-recognised psychometric company, providing access to a range of online pre-employment tests and assessments to help clients identify future talent, look beyond the CV and objectively improve recruitment effectiveness and staff retention!

Providing clients the platform to hire right, every time!

CORE also includes an on demand video profile

The CORE assessment range includes:

- | Cognitive Ability/General Reasoning Test
- | Personality Questionnaire
- | Attitude Survey
- | Engagement Survey

Fact Sheet



WANT TO CREATE YOUR OWN BESPOKE BENCHMARK? TALK TO BPM ABOUT CORE DNA

Cognitive Ability Test



Important

...is knowing if the candidate has the right level of aptitude and ability to do the job

The CORE Cognitive Ability/General Reasoning Test Overview

The **Cognitive Ability Test** measures problem solving and learning speed by assessing verbal, numerical and spatial reasoning then combining these to create one overall cognitive ability score.

About BPM Tech

Est. in 2012, BPM Tech are specialist Talent Management Recruitment Partners, building contract and permanent teams across IT, Business Change and SaaS Sales.

BPM Tech's success is built entirely on:

People
Partnership
Performance

In 2020, BPM Tech enhanced our service offering, creating CORE powered by BPM

www.bpm-core.co.uk

Test Summary

Measures 	Problem solving and speed of learning and processing new information.
Predicts 	The ability to quickly and accurately solve problems. Hire scorers will learn new skills quickly and have the ability to solve more complex problems. Low scorers will take longer to acquire new skills, but once trained, may be more successful
Questions 	The 30 items test is broken down in to 10 items that measure verbal reasoning, 15 items that measure numerical reasoning and 5 items that measure spatial reasoning.
Time 	7 minutes, timed test (Online)

tellmemore@bpm-core.co.uk

+44 (0)1484 717739



ASSESSMENTS

CLIENTS BENEFIT FROM:

DISCOVER WHAT GREAT LOOKS LIKE FOR YOU

PROMOTE A NON BIASED RECRUITMENT PROCESS

IMPROVE HIRING DECISIONS

LOWER STAFF TURNOVER

HIGHLIGHT RISING STARS

OPTIMISE RECRUITMENT SPEND

ENHANCE ONBOARDING OF STAFF

Personality Questionnaire



Indispensable

...is knowing if the candidate has the right level of behavioural traits to do the job

The CORE Personality Questionnaire Overview

The **Personality Questionnaire** is built upon the well-accepted “Big 5” concept of core personality traits. While these factors have been given various names, we have chosen to label them as CLUES, an easily-remembered acronym that precisely captures their intended usage – CLUES about the nature of the person being assessed.

These five independent factors are:

1. **Conscientious:** (Conscientiousness)
2. **Likeable:** (Agreeableness)
3. **Unconventional:** (Openness)
4. **Extroverted:** (Extraversion)
5. **Stable:** (Neuroticism)

Candidates that have completed the assessment can be compared against a library of over 125+ benchmarked job roles giving a ‘job-fit’ percentage of their match to the ideal candidate which takes the guesswork out of candidate suitability.

Test Summary

Measures 	Big Five Personality Traits, including: 1. Conscientious vs. Carefree 2. Likeable vs. Tough-Minded 3. Un-Conventional vs. Rules Orientated 4. Extroversion vs. Introverted 5. Stability vs. Sensitivity Plus Team & Good Impression (Faking) Scales.
Predicts 	Future workplace behaviours.
Questions 	45 questions, untimed assessment.
Time 	Approximately 6 minutes to complete.



ASSESSMENTS

HIRE FOR ATTITUDE AND TRAIN SKILLS

GAIN A COMPETATIVE ADVANTAGE

REMEMBER CORE ASSESSMENTS CAN BE USED TO ASSESS INTERNAL STAFF

CORE OFFERS VIDEO PROFILING TO COMPLETENT CORE ASSESSMENTS TO COMPETE YOUR FIRST STAGE INTERVIEW AND:

SAVE TIME

SAVE MONEY

DRIVE QUALITY OF HIRE

Attitude Survey

A

Useful

...is knowing if the candidate possesses any counter-productive attitudes towards workplace issues.





The CORE Survey Overview

The **Attitude Survey** assesses a candidate's attitudes toward work and work-related issues by measuring for counter-productive behaviours. This helps you to ensure that any candidates short listed for interview aren't going to give you cause for concern in terms of their cultural fit with your business.

The scales measured are:

1. **Conscientious** (Dependability)
2. **Hostility** (Aggression)
3. **Integrity** (Honesty)
4. **Good Impression**

Test Summary

Measures 	Counter-productive workplace behaviours and attitudes, including: <ol style="list-style-type: none"> 1. Hostility/Aggression 2. Conscientiousness/Dependability 3. Integrity/Honesty 4. Good Impression (Faking scale) Additional Scales Measured (optional) <ul style="list-style-type: none"> • Substance Abuse • Sexual Harassment • Computer Misuse
Predicts 	If candidates present a risk in terms of likelihood to engage in counter-productive work behaviours.
Questions 	45+ questions, untimed test.
Time 	Approximately 6 minutes to complete.



ASSESSMENTS

TALK TO BPM TECH TO
ACCESS YOUR FREE TRAIL

IS NOW THE TIME TO
TRANSFORM YOUR
APPROACH TO TALENT
ACQUISITION?

SIMPLY, PARTNERING WITH
BPM TECH CAN
SUCCESSFULLY DELIVER
MEASURABLE BUSINESS
RESULTS FASTER!

Engagement Survey



Priceless

...is knowing if the candidate is likely to be committed to your company and job

The CORE Survey Overview

The **Engagement Survey** measures the current level of commitment a candidate has towards their current job and employer.





Commitment To The Employer

Individuals who are highly engaged with their employer tend to be loyal to their employers and see their job as a source of pride and enjoyment. If you know a candidate has a low level of commitment with their current or most recent employer, how do you know if you can motivate them to work for your business?

Commitment To The Job

Individuals that are highly engaged with their job are typically inspired to go above and beyond their job description to help meet business goals. If a candidate indicated that they have a low level of commitment with their current or most recent job, the risk of hiring them is higher because you have to determine if they can be motivated to work in your current vacancy.

Test Summary

Measures 	Commitment to the Job and Employer.
Predicts 	Current levels of engagement with their current or most recent job and employer.
Questions 	30 questions.
Time 	Approximately 10 minutes to complete (untimed survey).