

Elements

Unique. Comprehensive. Secure.

Psychometric ability testing remains the single greatest assessment method for predicting individual potential. Elements is a unique online ability testing system, which measures verbal, numerical and logical skills. It can be used across all industry sectors, functions and job levels.

Elements represents a new generation of online assessments. Using Dynamic Assessment Technology (DAT), Elements can be deployed across all organisational levels which means there is no longer a need to carefully determine which test to use from a confusing array.

How does it work?

All candidates commence Elements at the same point, those who answer quickly and accurately are rapidly progressed to increasingly complex information and questions; those who take too long or answer incorrectly are subsequently presented with easier information and questions. Elements quickly adapts to the candidate and hones in on the individual's level of ability. This system offers considerable time efficiency compared with other assessments whilst offering high levels of psychometric rigour.

Elements is also randomised, which greatly reduces the chance that any two people would be faced with exactly the same questions. If a candidate completes Elements remotely, a subsequent shorter verification test can be administered under supervised conditions.

Uniquely, the verification test is also adaptive and commences at an appropriate difficulty level given the performance in the unsupervised test. If performance across the two tests is not consistent a warning flag is given, guarding against test-takers asking other people to complete the unsupervised test on their behalf.

Applications for use

Elements is being used by organisations such as Dell, Carlsberg, Department for Work and Pensions (DWP) and Vodafone to help support them in a number of ways:

- **Better Recruitment Decisions** – Elements can be used alongside other assessment data to make more informed and accurate hiring decisions.
- **Identification of high potential** – Elements allows the individual to demonstrate their full potential as the test comprises a very broad spectrum of question complexity. In contrast to traditional tests, where a test and comparison group is selected for a particular role e.g. customer services, candidates completing Elements are not constrained by the level of test selected; instead they progress throughout the test according to their own ability. For an organisation this is a fair and objective way of identifying employees with the potential for progression.

Comparison groups

Talent Q's dynamic model of assessment affords users a number of choices when selecting which 'norm group' to compare an individual's performance with. An individual's score can be compared with a composite norm; graduate, professional and managerial norm or non-graduate norm, or all three if preferred.

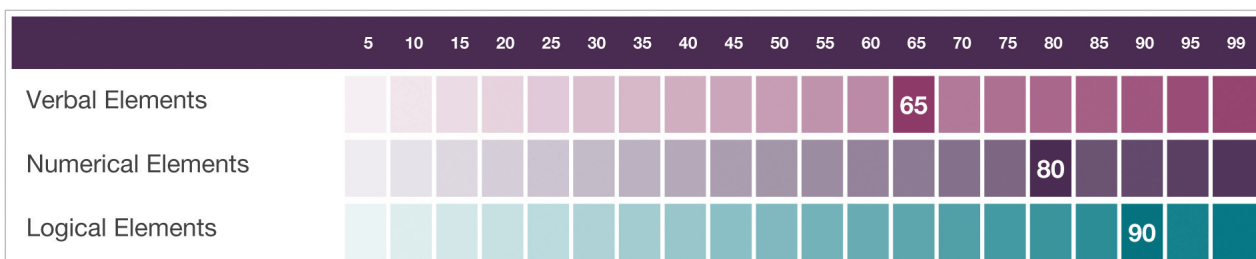
Increasingly talent managers are using our composite norm as their preferred approach, allowing them to compare people across their organisations for applications such as high potential identification and succession planning.

Easy to use

Elements forms part of Talent Q Assessment Systems (TQAS), and is available online 24/7, 365 days a year. Built using robust and secure technology TQAS is designed to place control of the assessment process firmly in the hands of end users. Using the TQAS web interface, users can easily: upload candidate details, administer Elements, notify candidates via email, track the progress of projects and instantly generate reports.

The candidate experience is smooth and rapid. Each of the three tests which comprise Elements (verbal, numerical and logical) take circa 12 minutes to complete, half the time of traditional ability tests. The question content is relevant and contemporary and has easy to follow instructions and online help.

Example Elements Report (Comparison group: Graduate, Professional and Managerial):



Verbal Elements

Maximum time allowed: 16 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a verbal reasoning ability which is better than 65% of that comparison group.

Time taken

9 minutes and 56 seconds

a little shorter than that taken by most other people

Numerical Elements

Maximum time allowed: 16 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a numerical reasoning ability which is better than 80% of that comparison group.

Time taken

13 minutes and 9 seconds

about the average time taken by other people

Logical Elements

Maximum time allowed: 15 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a logical reasoning ability which is better than 90% of that comparison group.

Time taken

13 minutes and 16 seconds

longer than that taken by most other people

Verification

Shorter versions of the tests taken are available for verification purposes. Each of these tests consists of 6 questions. The maximum times are 6 minutes for the Verbal and Logical Verification tests, and 8 minutes for the Numerical Verification test. The verification tests should be given under supervision, so that you can be certain that the test-taker is the person you intend. The verification modules are themselves adaptive, so that they start at an appropriate difficulty level, given performance on the unsupervised test reported above. If the levels achieved in the verification tests are significantly less good than in the unsupervised tests, appropriate warnings will be reported to you. The purpose of this is to guard against the possibility that test-takers ask someone else to take any of the (unsupervised) tests for them, or avail themselves of inappropriate help during the unsupervised test sessions.

Training

Elements is available to those with BPS Level A accreditation. For those without this qualification Talent Q provides an innovative blended learning course to equip the learner with the skills and knowledge necessary to select, deploy, analyse and feedback the Elements component of Talent Q Assessment Systems.

The blended format of e-learning, telephone tutorials and a final classroom teaching and assessment session allows the learner to complete their training in a modular and self-paced manner.

Getting started

There are two main options for purchasing Elements:

- **Annual fee** – a flexible and fixed cost way to use Elements (Verbal, Numerical or Logical Reasoning) for 12 months.
- **Volume based** – an amount of units or credits are purchased based on the likely number of assessments required. For larger volumes of usage a generous sliding discount scale is available.

There are no implementation charges associated with Elements, so once you place your order, access to the Talent Q Assessment Systems is immediate. You will receive unique login details to TQAS by email, and our customer service team will give you a guided tour.

Benefits of Elements

- **Fair** – test difficulty is not pre-determined by assumptions based on an individual's education or work experience.
- **Assesses potential** – individuals have the opportunity to answer questions across a range of difficulty, not just those identified as being suitable for a particular role and with no cap on the level of difficulty, the candidate can demonstrate their full potential.
- **One Test System** – no need to identify the most suitable test for a given role or maintain a large suite of ability tests; Elements is one test, with numerical, verbal and logical components suitable for all. Each test within the system can be taken in isolation.
- **Fast** – each test takes circa 12 minutes to complete, less than half the completion time of traditional ability tests, with no compromise on scientific rigour.
- **Multiple use** – Elements test data can be re-used and interrogated for multiple purposes using different benchmarks e.g. recruitment, succession planning, identifying potential.
- **Reliable** – Elements can be completed remotely in conjunction with a subsequent short supervised verification test of between 6 and 8 minutes, minimising the risk that the candidate has cheated.
- **Secure** – Elements has two security features; the adaptive nature of the test means that individuals get questions which are unique to their level of ability, reducing the chances that questions and correct answers can be published, and secondly, the questions are randomised, reducing the chance that any two candidates will receive the same test.
- **Integrated** – Elements can be integrated with third party work-flow vendors, to provide a seamless volume recruitment proposition.

Further information and support

At Talent Q we take a pragmatic and flexible approach in everything we do. Our aim is to achieve the best possible outcome for the client and their organisation, so if you would like to find out more about Elements, its use and applications, please contact us **+44 (0)1844 218980** or at **info@talentq.co.uk**

Sample Elements reports are available to download from www.talentqgroup.com



Talent Q provides innovative online psychometric assessments, training and assessment consulting, addressing talent management challenges throughout the employee lifecycle.