



**TALENT.**

# Gamified Assessments

Creating an Immersive and  
Engaging Candidate  
Experience

## Pre-Hire Assessments

Technology has paved the way for the next generation of pre-hire assessments. The recruitment industry has shifted away from intuition-driven processes and error-filled hiring systems. Most pre-hire assessments nowadays revolve around the importance of scientific validity, reliability, efficiency, and recently, candidate experience. These technology-driven assessments provide valuable insight into applicant's core competencies and relevant traits needed for the role.

Hiring managers, psychology professionals, and recruitment experts have revolutionized the way we use pre-hire assessments. It is now possible to administer assessments quickly and remotely with better accuracy, relevance, and ease through technology and machine learning.

### The 1970s

Validated pre-hire assessments gained popularity in the form of a long multiple-choice questionnaire on testing centers.

### The 1980s

Pre-hire assessments are sent via conventional phones.

### The 1990s

Assessments were sent through computers and Internet, eventually

### 2000 - early 2010

The form of questionnaire is the same (multiple choice and long] but can now be done through phone or computer but still on testing rooms.

### Late 2010 - present

Assessments form vary depending on the trait being tested. It can be done remotely and the modes of answering are more flexible.



## Gamified Assessments

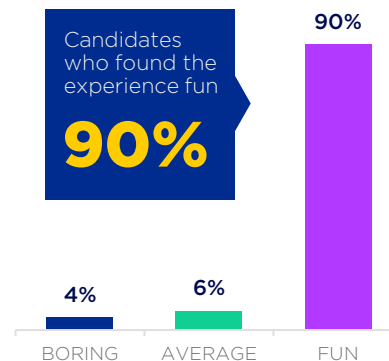
Gamified assessments create an immersive and engaging experience for applicants while showing realistic on-the-job simulations.

In this manner, the recruiters will not just determine the cognitive ability of the applicant but also their readiness for handling the work.

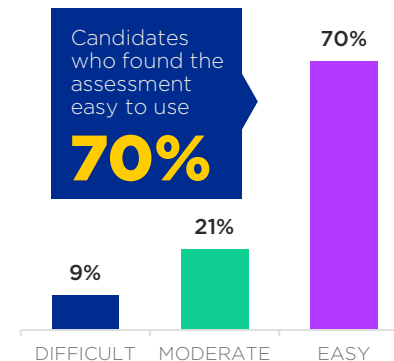


Gamified assessments incorporate gaming concepts into psychometric assessments to make the testing process more engaging and fun.

#### ENGAGEMENT



#### USABILITY



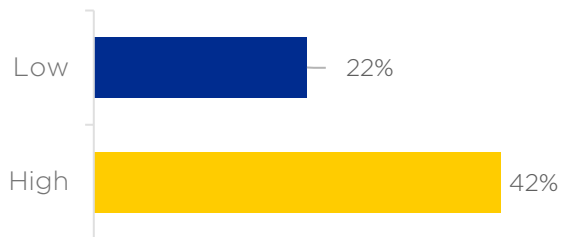


## Learning Agility

The ability and willingness to learn from experiences and apply to new conditions

These gamified assessments present an opportunity for candidates to experiment and learn. The fact that they are learning even as the game progresses is a key measure for Learning Agility.

Employees who have **exceptional learning** agility are motivated to **learn new information** or skills



Employees scoring high on mental power are

**2x**

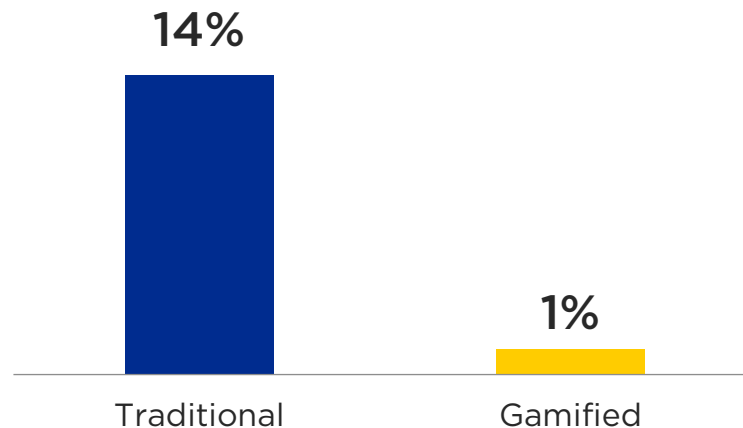
more likely to have exceptional learning agility on the job

Gamified assessments can gauge the core competencies of the job applicant with a far better degree of reliability and validity as compared to traditional assessments.

This kind of assessment gives valuable insights into the applicant's cognitive abilities such as mental agility, reasoning, numerical ability, visuospatial ability, and emotional intelligence.

Gamified assessments have **significantly lower drop-out rates** compared to traditional assessments.

## CANDIDATE DROP-OUT RATE



Technology has changed the way we live our lives. Within the recruitment industry, technological advancements have become a driving force behind the development of recruitment processes.

Differentiate your company by offering candidates an **engaging experience** that allows you to communicate your **unique brand and culture**

## Additional benefits of gamified assessments:

1. Measure actual ability and job performance.
2. Deliver a highly engaging candidate experience.
3. Enhance your employer brand.
4. Gather dynamic feedback.
5. Optimized for better accessibility.

**TALEGENT.**

To learn more about Talegent's Gamified Assessments,  
[request a demo](#) or [contact us](#) now!