

Every day, Talent Plus associates use leading-edge technology to interact with clients around the globe in more than 20 languages, training, conducting interviews, and consulting. Talent Plus conducts the Staff Interview in:

Arabic	Japanese (Kanji)
Bosnian	Korean
Chinese-Cantonese	Malay
Chinese-Mandarin	Polish
Creole	Portuguese
Croatian	Romanian
English	Russian
French	Spanish
German	Tagalog
Hindi	Thai
Indonesian	Turkish

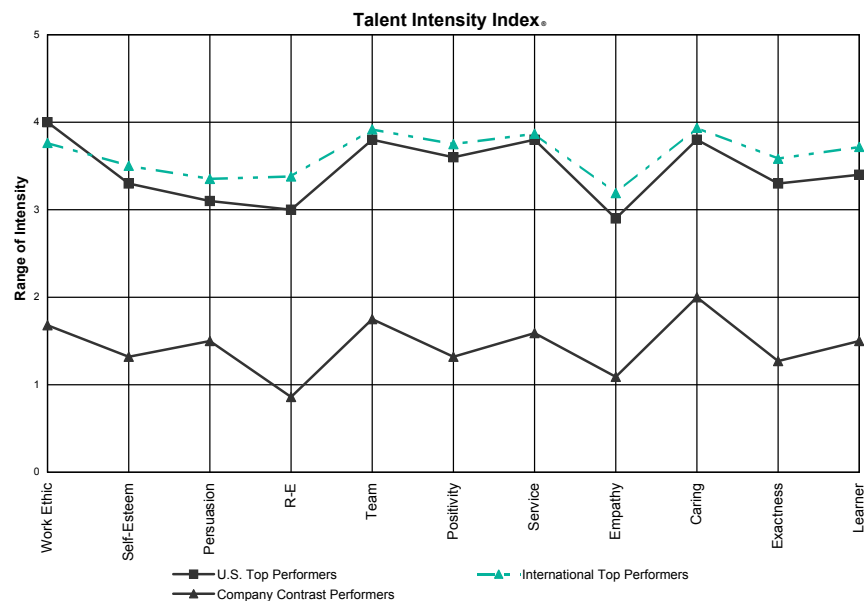
An international study was completed to analyze the Talent Plus Staff Interview theme and total scores across 16 international locations: Indonesia, Spain, Mexico, United Arab Emirates, China, Malaysia, Singapore, Canada, Japan, Jamaica, Puerto Rico, Korea, China, Egypt, the Virgin Islands, and Germany. The international sample included 456 top performers selected by standard performance criteria as measured by the company. Fifty-nine top performers from approximately 19 U.S. properties were also included for comparison purposes with the international sample.

In a separate study looking at the Staff Interview, experts in the human resources field found that Talent Plus' Science of Talent is "unequivocally defensible" in terms of validity.

## RESULTS

This analysis provides substantial evidence that the use of the Staff Interview at international locations is appropriate in selecting top staff employees regardless of location.

- + While the international top performers' overall average theme and total scores did not differ significantly from the U.S. top performers' theme and total scores, both were found to be significantly higher than the industry contrast averages.
- + The average international top performer total score was a 40 and the average U.S. top performer total score was a 38 as compared to the average industry contrast performer total score of 16.



Over and over again, across a multitude of client companies around the globe, results have shown the concept of talent not only transcends cultures but is a concept universally embraced. Regardless of culture, The Science of Talent<sup>®</sup> is able to accurately predict one's ability to perform with excellence.