

Talent Plus' Clinical Health Care Professional Talent Online® Assessment

Talent Plus has taken what it has learned from interviewing nearly 4 million individuals and literally has taken this study of top performers online with assessments specifically for front line employees. Through a few simple changes in your selection process, you can improve patient satisfaction, increase employee engagement and reduce turnover. Talent Online Assessments (TOAs) can save you millions in employee turnover costs and defects while improving employee and customer engagement.

This validated, online solution helps you select individuals with the talent to be outstanding clinical health care professionals - delivering care at the front line. And, the individual development component makes Talent Online one of the most complete online solutions in the health care field today. It's more than just a score or status. Hiring managers receive autogenerated or person-to-person feedback on each applicant along with strategies to aid in their development.

Benefits include:

- + Faster selection and increased efficiency
- + 24/7 availability wherever the Internet is accessible
- + Ability to handle a high volume — and wider range — of applicants
- + Consistency of test administration and instructions
- + Real-time data analytics
- + Technical support

When evaluating candidates, hiring managers receive:

- + A Talent Intensity Index® for each candidate showing their total score, theme scores and cut-score with Talent Benchmark® information.
- + Feedback with recommend/not-recommend to move forward in the selection process and an assessment of strengths and weaknesses.
- + Development tools for newly selected individuals and their managers, including coaching strategies and theme-based discussions.
- + Additional features include: Feedback Cards, Team Mapping and Customized Talent Benchmarks®.

Talent Online Assessments meet the same standards of validity found in all Talent Plus selection and development instruments. We have designed ways to overcome online response distortion and social desirability. As with all other Talent Plus products, care has been taken to accurately measure how top performers respond and how they can be selected from your applicant pool.

The Clinical Health Care Professional Talent Online Assessment selects individuals based on the following themes:

- + VALUES - the degree of dependability and integrity an individual brings to the job and their commitment to consistently do the right things right
- + ACHIEVER - drive to accomplish something every day, continuously improve their work and receive recognition when earned
- + WORK INTENSITY - need to be productive and own their work
- + EXACTNESS - focus on organization, neatness and detail orientation to maximize productivity
- + EMPATHY - understanding for a patient's needs and "pain" to thoughtfully respond by enhancing the patient experience
- + POSITIVITY - ongoing focus on the positive aspects of situations and people
- + RELATIONSHIP - ability to develop relationships to work effectively as a part of a team
- + PATIENT CENTRICITY - response to a patient's personal preferences, earning trust and engaging them in their own health care
- + COMMAND - ability to take charge of situations and initiate action
- + MISSION - a motivation to serve health care patients and alignment with organizational values and core beliefs
- + RESOURCEFUL - level of judgment ability and degree of flexibility under pressure
- + RESILIENCE - allowance for meeting issues head on and bounce back in stressful, unique situations
- + AMBIGUITY TOLERANCE - ability to tolerate vagueness and stress while maintaining composure to generate alternatives

Using industry-standard integration methods, Talent Online Assessments can be incorporated into existing selection processes with most third-party Talent Acquisition Systems. Talent Plus' integration services are highly configurable, allowing quick partnership with the majority of Talent Acquisition Systems. Talent Plus is a Taleo Alliance Partner for both Taleo Business and Taleo Enterprise Editions and has integrated with several other Talent Acquisition Systems including:

- + iApplicants
- + Hodes iQ
- + Greentree Systems, Inc.
- + HealthcareSource: Position Manager
- + Oracle's PeopleSoft Recruiting Solution

This assessment tool can be utilized with your current team members to more effectively maximize their potential and provide them with more development. At the same time you will receive an objective snapshot of your team's talent for today and the future.

Talent Online rounds out Talent Plus' person-to-person interviews for selection and its tools for development based on The Science of Talent®, all can be tailored to your existing selection process.

Although there are other online assessments, Talent Online consistently selects outstanding performers — built on the strength of studying the best *for* the best. Spend time and resources on the selection of people with the aptitude to be excellent and "fit."

Put this assessment to work in your organization. Call 1.800.VARSITY now or send an e-mail to TalentOnline@talentplus.com.

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