



Taleo Assessment

“By incorporating Taleo Assessment into our staffing strategy, the Mosaic team will maintain a competitive edge in the marketplace, having the ability to scientifically assess our workforce and ensuring quality, best-fit employees for customer events and projects.”

Jason Leonard
Director of Talent Acquisition
Mosaic

Identify ideal employees—and prevent bad hires—with an objective, flexible assessment process.

How much damage can one bad hire do to your organization? The best way to avoid finding out is to assess how an applicant will perform on the job before you even make an offer.

For years, companies have understood that assessments can help lower turnover by predicting job performance and employee behavior. But they’ve struggled to find effective assessment content, automate testing, and incorporate results into the selection process consistently.

Taleo Assessment™ is an integrated set of tools that can help you meet these challenges. It’s the only assessment platform that enables you to use multiple content sources. You gain greater flexibility and control over your assessment process.


Taleo Assessment enables you to deliver assessments to candidates online at any stage of the selection process. Results are automatically stored in each candidate’s profile. You’re notified immediately when the system identifies a candidate who is most likely to succeed in your organization.

Integrated Assessment Solution Supports All Hiring Processes

Taleo Assessment is built right into Taleo Enterprise Edition. You can use it with Taleo solutions to support hourly hiring, professional hiring, internal employee transfer programs, and campus recruiting.

Taleo Assessment includes:

- ACE Assessment WebTop™, an authoring tool that enables industrial and organizational psychologists to build assessment content.

- 
- ACE Assessment Engine, a powerful tool that deploys specified assessment content to candidates — right from the application flow — and scores the results.
 - Assessment Workflow, which lets you decide where assessments fit into the application process and how results are used in the selection process. You can adjust the workflow by job.
 - Taleo Hourly Assessments, which give you the option of using Taleo’s content. This content includes ACE Retail Assessments™, campus assessments, and cultural assessments — all designed, developed, and validated by Taleo’s own industrial and organizational psychology experts.

Ensure Quality Hires with a Predictable Process

When you have an opening, you’re not just looking for a talented person. You’re looking for the candidate who has the exact skills, interests, personality, and motivation to succeed in that specific job. When you use Taleo Assessment with other screening tools, it creates a unique three-tier selection process that is unmatched by other systems. Taleo’s best practices methodology creates a more predictable, objective hiring process. You’ll also reduce your assessment costs and enhance the effectiveness of your assessment strategy.

Support Any Assessment Strategy

Do you have an in-house team of industrial and organizational psychologists? Do you outsource your assessment content development to a third party? Or you are just beginning to look for targeted content as you implement your assessment strategy? No matter what, Taleo Assessment has the flexibility to support your assessment strategy.

Leverage Your In-House Content Experts

If you have content experts on your staff, Taleo Assessment is the first and only solution that leverages their expertise. The ACE Assessment WebTop is an authoring tool designed specifically for certified field experts. It enables them to build assessment content, create scoring algorithms, and store a library of questions and tests. Tests can then be deployed as often as you need — with no per test fees.

Certified users build assessment content right into the system, where it can be deployed to candidates. The system summarizes results and presents them to the hiring staff. Certified users can add to, adjust, or discontinue tests as often as needed to meet hiring and legal requirements. They can also extract raw assessment data to perform analyses on the content — all the way down to the question level. Meanwhile, individual responses remain hidden from other Taleo users.

Benefit from Taleo’s Assessment Content Expertise

As part of the Taleo Assessment solution, Taleo can provide assessment content for a variety of industries and special needs. Taleo offers content in two ways. First, Taleo’s internal staff can develop and validate assessment



Taleo Assessment Named Top Ten Product of the Year

When Taleo became the first company to deliver a flexible assessment solution that's native to the web, the industry noticed. HR Executive Magazine named Taleo Assessment one of its Top Ten Products of the Year. Taleo Assessment was chosen based on its high level of innovation and the value it brings to organizations. It gives companies a more affordable way to use assessments as a core part of the staffing process for new hires and internal transfers.

"Taleo Assessment has proven itself to be an extremely configurable, bold, innovative, and cutting-edge solution for organizations looking to implement a comprehensive assessment strategy."

David Shadovitz
Editor in Chief
HR Executive Magazine

content for clients. Second, through the Taleo ACE Assessment Certification program, Taleo partners with leading content providers.

For organizations in the retail industry, Taleo has developed ACE Retail Assessments, which helps identify candidates who have the specific characteristics to succeed in a retail environment. For many retail jobs, it is not difficult to find candidates with the right skills. ACE Retail Assessments helps narrow the pool to candidates who are likely to perform well and stay longer.

Taleo also delivers assessments specifically for campus and customer service hires. If your organization has an active college recruiting program, Taleo's campus assessments can help you measure leadership potential and predict job performance and training time. Taleo's customer service assessments are designed for customer-facing jobs in the hospitality, entertainment, and retail industries.

Use Independent Content Without Custom Integration

If you have already partnered with a content provider, the best way to leverage your content investment is to use tests consistently and effectively and to incorporate results into the selection process. Until now, you could only do so by integrating your content delivery with your staffing system—if the content was even available online.

Because Taleo Assessment is an integral part of Taleo Enterprise Edition, your certified content provider can build content right onto the Taleo platform using the ACE Assessment WebTop. There is no custom integration involved because the benefits of the Assessment Engine and the Assessment Workflow are included in the solution.

Consistent Process, Better People, Less Risk

Assessments have become a key part of any comprehensive staffing strategy because they are objective, defensible, and can increase the effectiveness of the hiring process. Taleo Assessment can help you lower costs, reduce risk, and increase the productivity of your workforce throughout your hiring process.

Regardless of the source of your assessment content, Taleo Assessment helps you optimize your assessment strategy. By offering the most flexible and integrated assessment solution on the market, Taleo helps you achieve a clear return on your investment.

Contact your Taleo representative today to find out how Taleo Assessment can support your assessment strategy and improve your quality of hire.

WORLDWIDE OFFICES

NORTH AMERICA

SAN FRANCISCO — HEADQUARTERS

4140 Dublin Boulevard
Suite 400
Dublin, CA 94568, United States
Tel.: 925.452.3000
Fax: 925.452.3001

NEW YORK

1010 Northern Boulevard, Suite 328
Great Neck, NY 11021, United States
Tel.: 516.301.2121

CHICAGO

One Energy Center
40 Shuman Boulevard
Naperville, IL 60563, United States
Tel.: 630.983.9609
Fax: 630.983.9509

QUÉBEC

R&D Facility
330, rue St-Vallier Est, Bureau 400
Québec (Québec) G1K 9C5, Canada
Tel.: 418.524.5665
Fax: 418.524.8899

TORONTO

1235 Bay Street, Suite 1000
Toronto (Ontario) M5R 3K4, Canada
Tel.: 416.646.1680
Fax: 416.646.1688

EUROPE

WINDSOR

Gainsborough House
59-60 Thames Street
Windsor
Berkshire SL4 1TX
United Kingdom
Tel.: +44 (0) 1753 272170
Fax: +44 (0) 1753 272171

PARIS

19, Boulevard Malesherbes
75008 Paris
France
Tel.: +33(0) 1 55.27.36.62
Fax: +33(0) 1 55.27.37.00

AMSTERDAM

Poortgebouw
Beech Avenue 54 - 80
1119 PW Schiphol - Rijk
The Netherlands
Tel.: +31 (0)20 658.6699
Fax: +31 (0)20 658.6111

ASIA PACIFIC

SYDNEY

Level 12, 1 Pacific Highway
PO Box 639, North Sydney
NSW 2059
Australia
Tel.: +612.9959.1034
Fax: +612.9959.3003

MELBOURNE

Level 3, IBM Towers
60 City Road
Southbank VIC 3006
Australia
Tel.: +613.9626.2413
Fax: +613.9626.2455

SINGAPORE

90 Cecil Street #14-03
Singapore 069531
Tel.: 65.6323.4007
Fax: 65.6323.4009



CONTACT

www.taleo.com – info@taleo.com
1.888.836.3669 – U.S.
1.888.922.5665 – International
1.888.561.5665 – Customer Service

ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

Copyright © 2006 Taleo Corporation. All rights reserved. No portion of this document may be reproduced in any form without the prior written permission of Taleo Corporation.

Taleo and all Taleo product and service names mentioned herein are trademarks or registered trademarks of Taleo in the United States, France, The Netherlands, U.K., Canada, Australia, and several other countries. All other product and company names mentioned herein may be the trademarks of their respective owners.