

Hire Top Performers With Pre-Hire Talent Assessments



Reshape and optimize your workforce

Today's digital environment means business strategies are being radically reshaped with more urgency than anyone could have predicted. For talent leaders, the right pre-hire assessments can be the backbone of your talent acquisition strategy to meet the increasingly complex challenges of the future.

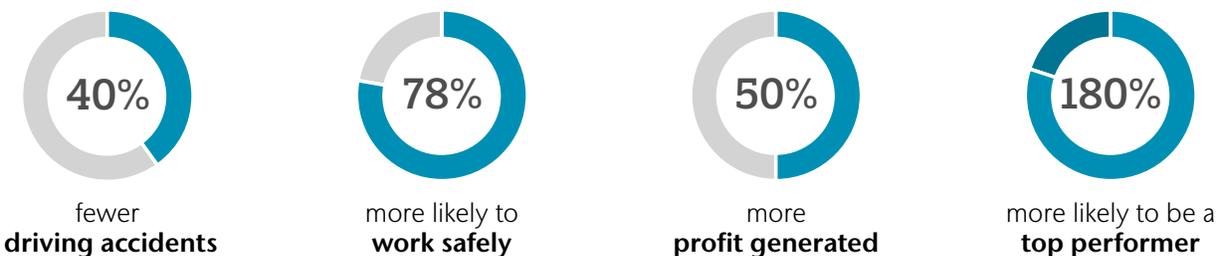
Predict Job Performance, Before You Hire

Faced with a pool of candidates, how do you identify those who will succeed in the role and your organization?

Step 1 Defining Skills and Behaviors Understand what 'great' looks like in the role, defining those skills and behaviors that set the best talent apart.	Step 3 Carry out a Study Carry out a business impact or validation study to understand the link between assessment scores and performance, and monitor any adverse impact for talent subgroups.
Step 2 Map Assessments Map assessments against these skills and behaviors, and how candidates will be measured against these criteria.	Step 4 Monitor and Analyze Assessments Monitor and analyze assessments on an ongoing basis to continually optimize and refine the process.

Real-World Benefits of Using Assessments for Hiring

Aon works with clients across industries, sectors and job roles to implement pre-hire assessments that deliver specific, targeted results.



Read Aon's Guide: Reshape and Optimize Your Workforce

Download our guide *Reshape and Optimize Your Workforce* for insight into how assessment can help you hire and develop the talent you need to reach your goals.

We Are Here to Help

Get in touch with our experts: assessment.aon.com/about-us/request

