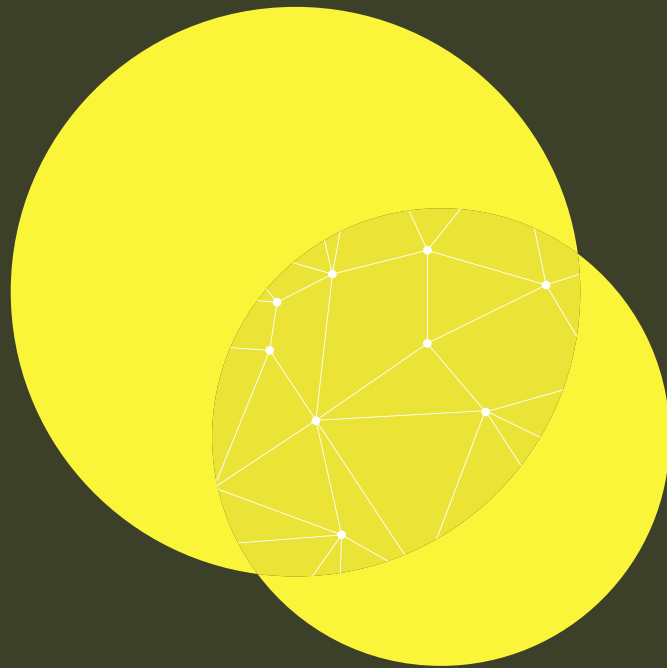
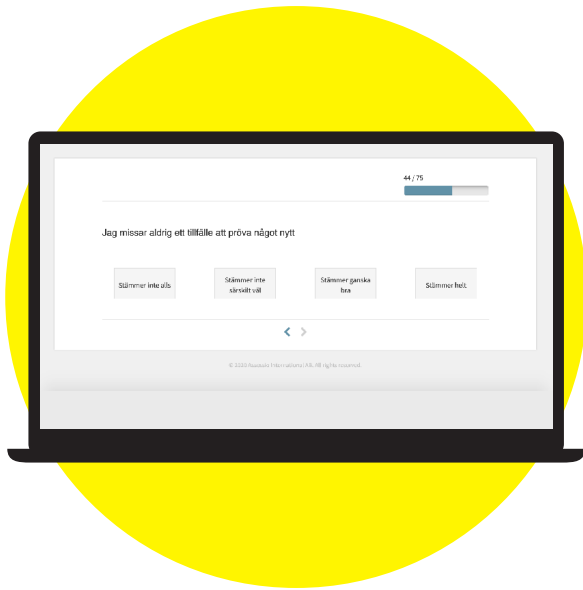


ASCEND

MAP ESSENCE

PERSONALITY TEST THAT STREAMLINES THE HIRING
PROCESS MEASURES INTEGRITY AND SERVICE APTITUDE





“IDENTIFIES THE CANDIDATES THAT HAVE THE QUALITIES REQUIRED TO DELIVER SUSTAINABLE HIGH PERFORMANCE.”

WHAT IS MAP ESSENCE?

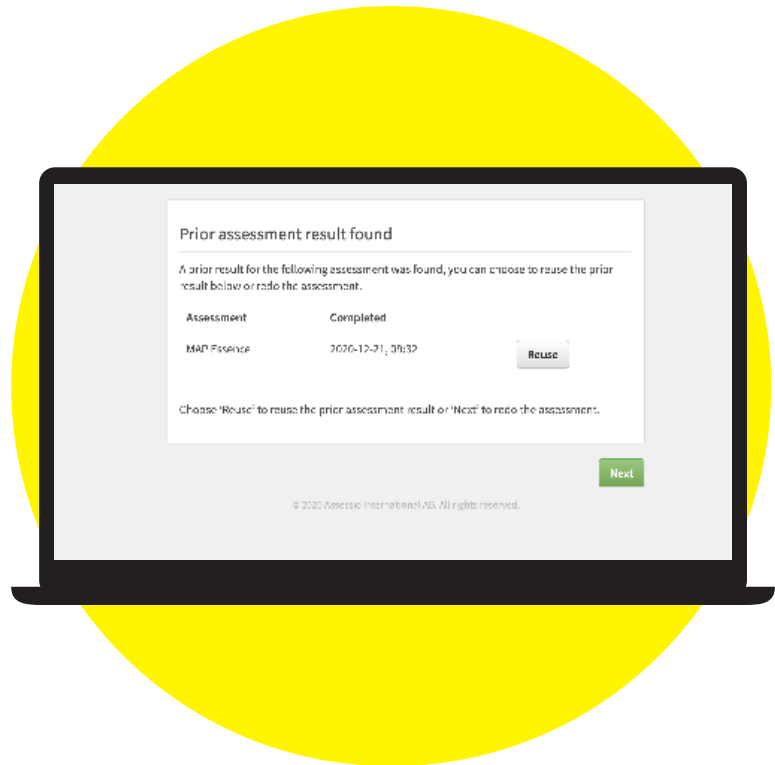
MAP Essence is designed to streamline and significantly shorten selection processes with large numbers of applicants. The test helps you collect relevant information about your candidates at an early stage to provide an objective basis for determining who should advance to the next round of selection. Linking algorithms to the test results enables you to identify key personality characteristics, such as integrity and service skills, in your applicants. MAP Essence is a time-efficient personality test that measures five dimensions of personality: Extraversion, agreeableness, conscientiousness, stability and openness.

MAP Essence is suitable to use when hiring to positions where personal qualities carry more weight than previous work experience, for example, jobs in retail, warehouses, sales, assembly and production. Introducing the test early on in the hiring process not only saves time, it is also a fair and non-discriminatory way of recruiting employees. All candidates that do the test are given the same chance. The results of the test show which candidates have the characteristics that are essential for performing well in the role.

BENEFITS

MAP Essence gives employers insights into the ability of the candidates to perform and excel in roles where integrity or service skills are important for being able to do a good job. This brings the benefits of efficiency and automation to the organisation that is hiring, since the test ensures quality and identifies which candidates to invite to interview. Candidates do not need to answer as many questions and can appear in more recruitment searches within the same company.





WHAT DOES MAP ESSENCE MEASURE?

MAP Essence is a test based on a selection of questions from the MAP personality test. It only takes twelve minutes to answer the screening test. MAP Essence asks neutral and candidate-friendly questions related to personality traits associated with extraversion, agreeableness, conscientiousness, stability and openness. All candidates who do the test receive a feedback report that is linked to the big five theory. It is possible to use algorithms for integrity and service aptitude, or for just one of the

two factors. Service aptitude indicates how service-minded a candidate is compared with the norm group. The integrity factor measures the personal quality of acting in line with values and principles and assesses the risk of harmful behaviour in the workplace.

FAST FACTS

- A personality test that uses algorithms to measure candidates' integrity and service aptitude.
- Suitable when screening large numbers of candidates.
- Identifies candidates with the right qualities for performing well and being happy in the role.
- Streamlines and automates the hiring process.
- Ensures a more equitable and non-discriminatory hiring process.
- Based on the MAP personality test.
- Asks neutral questions.
- Takes just twelve minutes to complete.

ASSESSIO & HFMTALENTINDEX

The Assessio Group is the market leader in psychometric online assessments & tools for strategic talent management. We offer a platform with scientifically tested, reliable and valid tools for recruitment & selection, development, performance and talent & team mobility, including real-time analytical dashboards. We help organisations get more benefit from talent by recognising and utilizing talent to ensure zero talent waste.

Are you curious about what HFMTalentIndex/Assessio can do for your organisation?

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