



Silega Target™

# Assessment

On-the-job test before hiring®

Would you trust an airline pilot who passed all knowledge and psychometrical tests with excellence but never flew an actual airplane? For more than 50 years aviation industry has used flight simulators to train and evaluate pilots. Why not take advantage of the power of business simulation in your company?

# Unlimited opportunities

## Why simulations are the better way for selection?

*Changing reality requires you to use more complex and newer set of assessment tools. Silega's simulations feature carefully researched and validated models of interaction to accurately and predictively measure a person's competencies required for success in a range of jobs.*

*While in psychometric tests the number of options a candidate could take is limited, in simulations the number of interactions and outcomes is almost unlimited.*

### Higher validity

Selection with simulations lead to greater likelihood of success on the workplace from entry level to management position. The participant demonstrates

competencies with observable behavior rather than internal thought processes, intentions, indirect clues and declarative thinking. Measured Cronbach's alpha for Silega's assessment process varies from 0.75 to 0.94

### Higher ROI by reduced turnover costs

improving your selection accuracy we help you reduce the costs of turnover by up to 37%. This leads to tangible business benefits including decrease of hiring cost, decrease of training costs and higher customer retention. In a recent case study using of Silega's business simulations



Recruitment for new applicants



Assessment for promotion



Identify development needs



Succession planning

in a selection for sales force led to revenue increase of US\$ 12,740 per employee per year.

### Realistic scenarios that simulate on-the-job situations.

Participants are given freedom to respond to a challenge in the same way they would actually respond in real life.

### Skills, Knowledge and Attitude

Simulations measure a wide range of competencies from personality, knowledge, soft skills, hard skills, and performance and judgment ability.

### Immediate results

Assessment of performance happens almost simultaneously.

### Flexibility

Simulation can take from 3 to 8 hours, can be delivered live or online and can be integrated in various type of assessment projects

### Lower costs

The cost of implementing a business simulation for assessment is not a downside anymore, most of Silega's solution do not exceed the cost of standard assessment tools.

### Positive reaction from candidates

Surveys show that candidates prefer assessment they perceive as job related such as business simulations.



# Technical Details

**PARTICIPANTS**  
 From 1 to 24 simultaneously

**DELIVERY OPTIONS**  
 Live  
 Online

**SILEGA TARGET**  
 • 12 competencies  
 • 4 hours  
 • 67% validity

**SILEGA TARGET ADVANCED**  
 • 22 competencies  
 • 8-12 hours  
 • 76% validity

**RECOMMENDED SIMULATIONS**

-  **Silega Commander™**  
Leadership
-  **Silega Expedition™**  
Decision Making and Planning
-  **Silega Cold War™**  
Team Alignment
-  **Silega Navigator™**  
Sales Growth
-  **Silega Arkadia™**  
Values and Culture
- Silega Custom Simulations**

# Get more from your selection

## Our process

**1. Identify competencies**  
 We offer you a competency model of more than 80 items and together we can work on defining your organization's talent needs. In case you already have defined competencies, we can adapt simulation and observation guides to meet those requirements.

**2. Battery of tests \***  
 Silega can offer you a battery of more than 28

Type of tool	Biographical data	Paper or online tests	Situation based interviews	Computer or live simulations
Decisions model	None	Linear (close-ended)	Linear (close-ended) or branching	Open-ended behavior
Measured	Previous career choices and achievements	General mental ability or/ and personality characteristics.	Skills and knowledge and attitude through declared behavior.	Skills, knowledge, attitude through demonstrated behavior

psychometrical tests that alone or in combination can measure different type of competencies related to personal effectiveness, communication, leadership, teamwork and strategic thinking. This information forms 20% of the final candidate report.

**3. Business Simulation**  
 Business simulation activity and observation participation forms 60% of final report.

Simulations can be conducted "live", or online. In the second option we employ a wide range of multimedia (audio, video and 3D animation). Simulation is observed by a certified assessor who is familiar with the simulation and has an experience in using the rating guidelines. As an option, Silega can certify your internal assessors in using the simulation for assessment purposes.

**4. Interviews\***

Behavioural Interview Guides are provided to further support employers who interview applicants whose soft skills have been assessed. Interviews accounts for 20% of candidate report.

**5. Report**  
 We provide you with data how long it took participants to complete a task, what set of specific decisions they took and a link to the required job performance. Detailed personalized report includes:

- Competencies analysis (how participant ranks



- in which competencies from strongest to weakest, also in comparison with average results)
- Task analysis. Silega provides you with analysis of the tasks performed by the candidate during the simulation divided on situations where participant performance was acceptable or needs development.
- Development suggestions – custom designed activities that will help participants work on their competencies gaps.

\* *Optional service*  
 Survey sources:  
 Gilliland and Cherry 2000; Richman-Hirsch 2000



# Examples

## Management Assessment

Integrity	Know what is ethical and what not and how to reinforce this behavior with subordinates.
Supervising	Provides guidance for the individual subordinates as well as for the team.
Decision making	Take the optimum decision taking into consideration time, resources available, risks and budget.
Developing subordinates	Actively work for sharing knowledge and experience in coaching direct reports.
Communication	Communicates a specific and inspirational vision, as well as specific action items.



## Customer Service Representative

Data management	Accessing information, navigate through CRM software, accessing knowledge bank.
Self-management	Proactively manages one's time, productivity and learning.
Accuracy	Accurately enter customer's data. Accurately obtains information from system. Accurately follows internal procedures.
Customer relations	Deals with angry customers in a professional manner Listens to customers and understands both explicit and implicit needs. Projects to a professional and positive image.
Work under stress	Track performance under different obstacles like excessive noise, simultaneous multitasking.
Sales	Actively tries to close a sales opportunity. Explains product features and benefits properly.

Day 1 14:10

- Execution 27%
- Teamwork 42%
- Control 87%
- Learning 31%
- Service 85%
- Sales

POOR MINIMUM GOOD EXCELLENT

PRODUCTS	GOAL	%
Checking	210	42%
Credit	80	36%
Investment	40	71%
Insurance	60	50%

What will you offer to this customer?

Telephone Email Agenda Tasks CRM

Silega Target online