

Accredited partner of

Saville Assessment
Willis Towers Watson 

Volume Recruitment

Smarter Assessment, Delivering Results

A Better Experience for Candidates and Recruiters

Our approach embraces innovation without compromising quality, offering clients a smarter approach to volume assessment which delivers results.

At the core of every assessment process is the responsibility to fairly and objectively identify the right people for the right roles.

We strike the crucial balance between technology, gamification, validity and fairness, ensuring an immersive solution which adds real value to both the candidate and the employer.

"We have successfully balanced technology and innovation with a reliable and robust approach to assessment, giving us a stronger and more diverse talent pool."



"The Saville Assessment Situational judgement test was great - it was actually enjoyable opposed to the boring and dull SJT tests I have previously taken. The videos and modular questions really improved my test taking experience."

JLR Candidate 2016



"The Swift Executive Aptitude assessment was chosen to assess the intellectual ability required for the role, in a short time frame whilst retaining good validity."



The strengths-based behavioural assessment has guided our interviewing and, with the refined assessment centre exercises, has allowed us to crucially hire the right people into the right roles."



Smart Assessment, Delivering Results



✓	50%	Increase in accepted offers**	👍
✓	94%	Industry-leading engagement rate*	📈
✓	22%	Decrease in dropout rates**	🔍
✓	67%	Saving in screening costs*	£
✓	100%	Increase in successful BAME application (Black Asian Ethnic Minority)***	👥

*Leading automotive early-careers recruitment campaign
**Leading aerospace graduate recruitment campaign
***Leading technology graduate recruitment campaign

Wave Strengths



Our suite of five Behavioural Screening Questionnaires identifies candidates with the potential for success in a variety of roles.

Why Use Wave Strengths?

Maximise talent pools with job fit scores and merit lists, streaming applicants into the most suitable roles.











Support hiring managers with easy -to-use interview guides and empower recruiters to make fast reliable with score dashboards.

Accurately identify the right people for the right roles based on behaviours which successfully predict performance.

Improve candidate experience with short completion times and work relevant questions showcasing strengths.

Benchmark against relevant comparison groups and measures workplace culture fit.

Accelerate time to productivity with tailored Onboarding reports for new employees and line managers.

Role Type	Questionnaire	Test Format
Graduate, Management Trainee, Manager & Professional	Work Strengths	 
Technical Apprentice, Operational Roles in Manufacturing, Engineering, Construction and Transport	Operational Strengths	 
Sales, Marketing, Business Development & Financial Services	Commercial Strengths	 
Contact Centre, Customer Service, Hospitality & Leisure	Customer Strengths	 
Administrative & Office	Administrative Strengths	 

Situational Judgement Tests

Highly-engaging, powerfully-branded, efficient volume solution with the 'wow-factor'. Our Situational Judgment Tests deliver outstanding client metrics across all key areas of effectiveness.

Why Use Our Situational Judgement Tests?

- ⚡ Tailored, work-relevant scenarios showcase your brand, boost your EVP and measure the areas most likely to predict performance within your organisation.
- ⚡ Built on our extensive psychometric expertise, our SJTs offer a highly-engaging assessment method with excellent validity.
- ⚡ Highly scalable for managing large volumes, freeing recruiters to focus on more labour-intensive parts of the process and get offers out quicker.
- ⚡ Auto-generated candidate reports for successful and unsuccessful applicants, reinforcing your position as a responsible employer.
- ⚡ Validation studies show that SJTs positively impact the calibre of the applicant pipeline, ensuring you are keeping the right people engaged.
- ⚡ Available in a variety of media and formats to find a solution that matches your requirements and budget.



Consistently proven as the most valid predictors of workplace performance. Our flexible and comprehensive aptitude portfolio offers a smarter approach to testing. We measure core aptitudes relevant to roles at entry level through to managers and executives.

Why Use Our Aptitude Tests?

Proven to minimise group differences, maintaining diversity and improving the calibre of candidates.

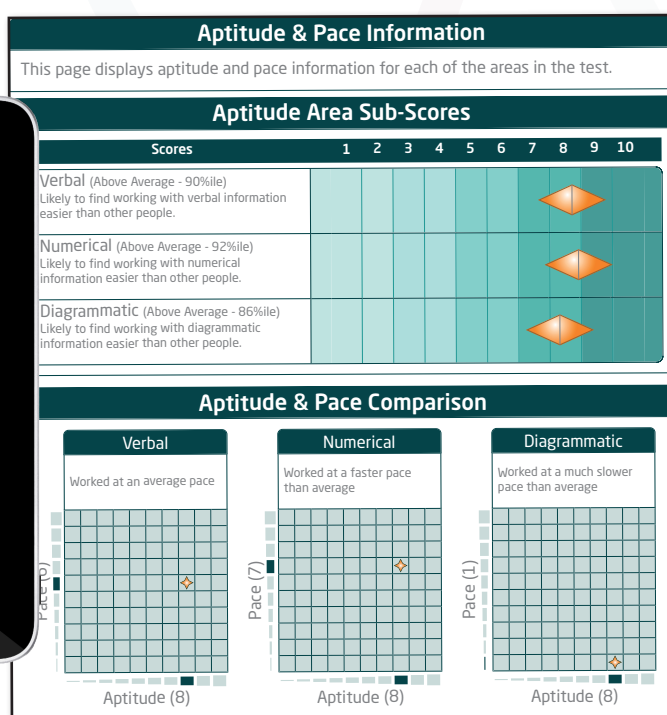
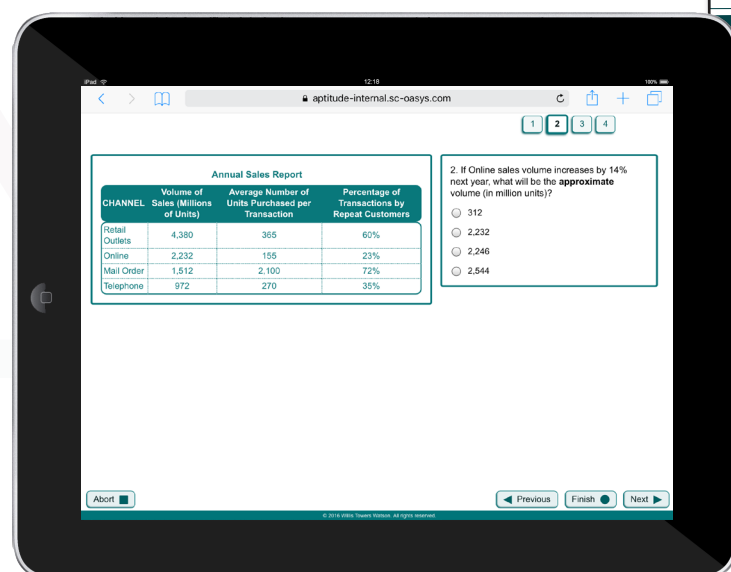
Dynamic group reporting drives faster and more reliable decisions based on valid data.

Well-researched, highly-valid, varied and modern items offering breadth of measurement and a positive candidate experience.

Short completion times with Swift combination tests measuring three to six key aptitudes in one test.

Fixed-length format ensures a fairer and better experience for candidates with a gradual increase in item difficulty.

High-quality practice and preparation materials are available in over 28 languages.



Candidate Experience

The questionnaires use a unique 'rate and rank' format eliciting more detailed information about candidate's workplace preferences.



Recruiter Experience

Ideal for large-scale volume projects, merit lists can be created and overall fit scores calculated with data from multiple assessments. These facilitate fast and fair candidate comparison and robust and reliable decisions.

Merit List								
Candidate Name	Recommend for Interview	Overall Screening Score	Ability Fit	Overall Strengths Behavioral Fit	Identifying Needs	Customer Influence	Teamworking	Results Focused
Candidate 1	Yes	78	8	7	9	8	7	8
Candidate 2	Yes	76	6	8	9	9	6	8
Candidate 3	Yes	63	9	6	4	6	5	8
Candidate 4	Yes	60	8	6	3	7	6	6
Candidate 6	No	53	5	5	4	4	9	5
Candidate 7	No	48	3	5	6	5	2	8

Transforming Assessment Across the Globe

We partner with some of the world's leading brands, supporting a variety of volume assessment projects.

Luxury Global Hotel Chain

Large-scale recruitment project across the Western European Region. The client implemented a Situational Judgement Test for the recruitment of its Front of House, Back of House and Team Leader and Supervisor Roles. The Situational Judgement Test was made available in multiple languages including French, Spanish and Italian, and items were designed in-house which assessed the key requirements for the roles and showcased the luxury of the brand.

Global Beverage and Brewing Company

International graduate recruitment programme assessing an estimated 35,000 applicants per year across the Latin America and CEEMEA regions. The client was seeking a candidate-friendly, cost-neutral solution so Swift Analysis Aptitude and Work Strengths were implemented as a single-stage screening step within the broader process.

Leading UK Retailer

Original project with this client used a front-end Situational Judgement Test for retail, driver and contact centre roles for which there have been over 300,000 completions. Following the positive impact on the D&I of the candidate pipeline, candidate engagement and speed of the process, we partnered with the client to implement a new stage in the process post-telephone interview. Wave Customer Strengths and Swift Comprehension Aptitude were implemented, assessing the core behaviours and cognitive ability required for the role, and a brand-new word-check assessment was created measuring specific task related areas of the role.

Multinational IT Equipment and Services Company

We partnered with this client for their graduate development programme, recruiting 100 individuals from across the EMEA region annually. The objectives included; improving the candidate experience to reduce current withdrawal rates, to improve the diversity of the applicant pipeline and to make the process more digital, in line with the brand and EVP. A tailored SJT was designed and implemented at the front end of the process and Swift Analysis Aptitude further in.. Outcomes included increasing completion rates of the screening process by 18%, recruiting double the number of BAME candidates and employing their highest ever proportion of females.

Multinational Aerospace, Defence, Transport and Security Brand

After a successful STEM attraction campaign, the client had an unprecedented volume of applicants. We partnered with the client to improve the efficiency of the process by effectively managing the high volume whilst identifying higher calibre candidates to progress through to the latter, more labour-intensive parts of the process. Swift Analysis Aptitude and Work Strengths were used at the screening stage and we supported the design and delivery of assessment centre exercises, and the use of the Work Strengths Interview Guide. Key improvements included a 45% increase in offers being accepted, a 50% increase in hires in difficult-to-fill roles and an improved candidate experience.

How do I get started?

Administration

Online assessments are delivered via our industry-leading Oasys platform and are fully compatible with the latest internet browsers.

Excellent reliability, clear on-screen presentation and user-friendly instructions ensure a positive user experience for both candidates and administrators.

Clients can access Oasys via our bureau service or purchase their own Oasys platform which can reflect their organisational branding.

Industry leading uptime and ISO27001 certified.

Integrations

Our Oasys platform has successfully integrated with over 40 applicant tracking systems including:



Saville Assessment

WillisTowersWatson

Saville Assessment Oasys

Super User is logged in

My Tasks | Projects | My Details | My Reports | Users | Logout

You are here: > Projects > Project Details

Options:

Back to Projects

Add Assessee

View Project Details

Generate Reports

Create and add Assessee to the project

Configure Automatic Reporting

Edit Charging Details

Icon Key:

View Assessee

Search

Clear search

Graduate Assessment Project

Select an assessee to view assessment details. Use the boxes below to search for an assessee.

No:	First Name:	Last Name:	Date Added:	Status	Raters Completed / Total Raters	Actions:
	<input type="text"/>	<input type="text"/>		Show All ▾		
1	Alex	Lee	19/06/2016 10:23:00	Complete	0 / 0	
2	Jo	Wilson	19/06/2016 10:23:00	Created	0 / 0	
2	Jack	Taylor	19/06/2016 10:24:00	Started	0 / 0	
2	Sam	Jenkins	19/06/2016 10:33:00	Created	0 / 0	

Page size: 50

4 items in 1 pages

Privacy

Accessibility

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Pricing

- Straightforward pay-as-you go format with license options
- Competitive volume pricing
- Pay only for candidates who complete assessments

Customer Service

Our client support team and seven-day-a-week bureau service are committed to exceeding client and candidate expectations.

Our Approach



World-Class Products

Our assessment portfolio sets the market standard with industry-leading research, development and validity.



Results Driven

We improve the effectiveness of the assessment process for clients by hitting all the key metrics for success.



Smarter Solutions

Our approach embraces innovation, technology and candidate experience without compromising quality.



Global Capability

We are equipped to deliver large-scale, multi-national assessment projects via our international network.



Trusted Technology

Your data is safe with us. All our data centres are ISO 27001 certified and offer faster performance and increased resilience.



Exceptional Service

Our team of experts go the extra mile for clients and ensure world-class products are matched by world-class service.

PI Management – Empowering for Change

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