

ADEPT-15[®] Essential Skills Report

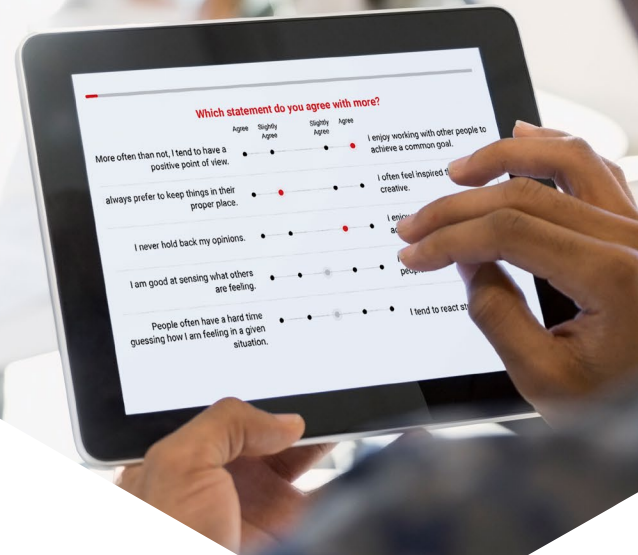
The ability to quickly and efficiently identify quality candidates has never been more crucial. Scale your workforce while mitigating hiring risk and providing a positive candidate experience.

Our validated, science-backed ADEPT-15[®] Essential Skills solution identifies employees with the skills and traits that result in quality hires across a range of sectors and roles. It provides a fast, effective way to derive insight into candidates' essential skills, behaviors and motivations to mitigate risk, while decreasing time-to-hire.

Off-the-Shelf Solution That Meets Your Needs

- ▶ Quick to complete
- ▶ Modern and contemporary look and feel
- ▶ Fair assessment that is face valid and backed by robust science-based psychometrics
- ▶ Designed for a fair, consistent candidate experience across a range of devices

Why Assess Essential Skills? Top-Scoring Candidates Are:



Assess for a Variety of Roles Including:

- Store associates
- Pharmacy aides
- Delivery drivers
- Distribution/fulfillment center associates

Assessing for Essential Skills



How We Define Essential Skills

- ▶ **Dependability** – Being reliable, dependable, following through on commitments, showing up to work.
- ▶ **Flexibility** – Willingness to shift between tasks and activities as needed.
- ▶ **Willingness to learn** – Learning and maintaining procedural knowledge, rules and policies. Willingness to learn new areas of responsibility as needed.
- ▶ **Decisiveness** – Comfortable approaching others and engaging in conversation. Ensuring others are following proper rules and procedures and comfortable speaking up to address issues and violations. Making decisions to carry out work as needed.
- ▶ **Cooperativeness** – Being considerate, polite and respectful to co-workers and customers.

We're here to empower results.

To learn more about our assessments, please visit: assessment.aon.com/adept-15 or email us at: assess@aon.com



Multiple Languages

Assessments are available in multiple languages.



Norm Groups

We continually update and add to the international and local sets of norm groups.



Award Winning Product

M. Scott Myers Award for Applied Research in the Workplace (2016).

▶ Why Aon?

- Unbeatable scientific approach to assessment
- 30 million assessments each year, in 90 countries and 40 languages
- Innovative and candidate-friendly assessment tools
- Psychometrically-validated, proven results which are designed by expert industrial organizational psychologists