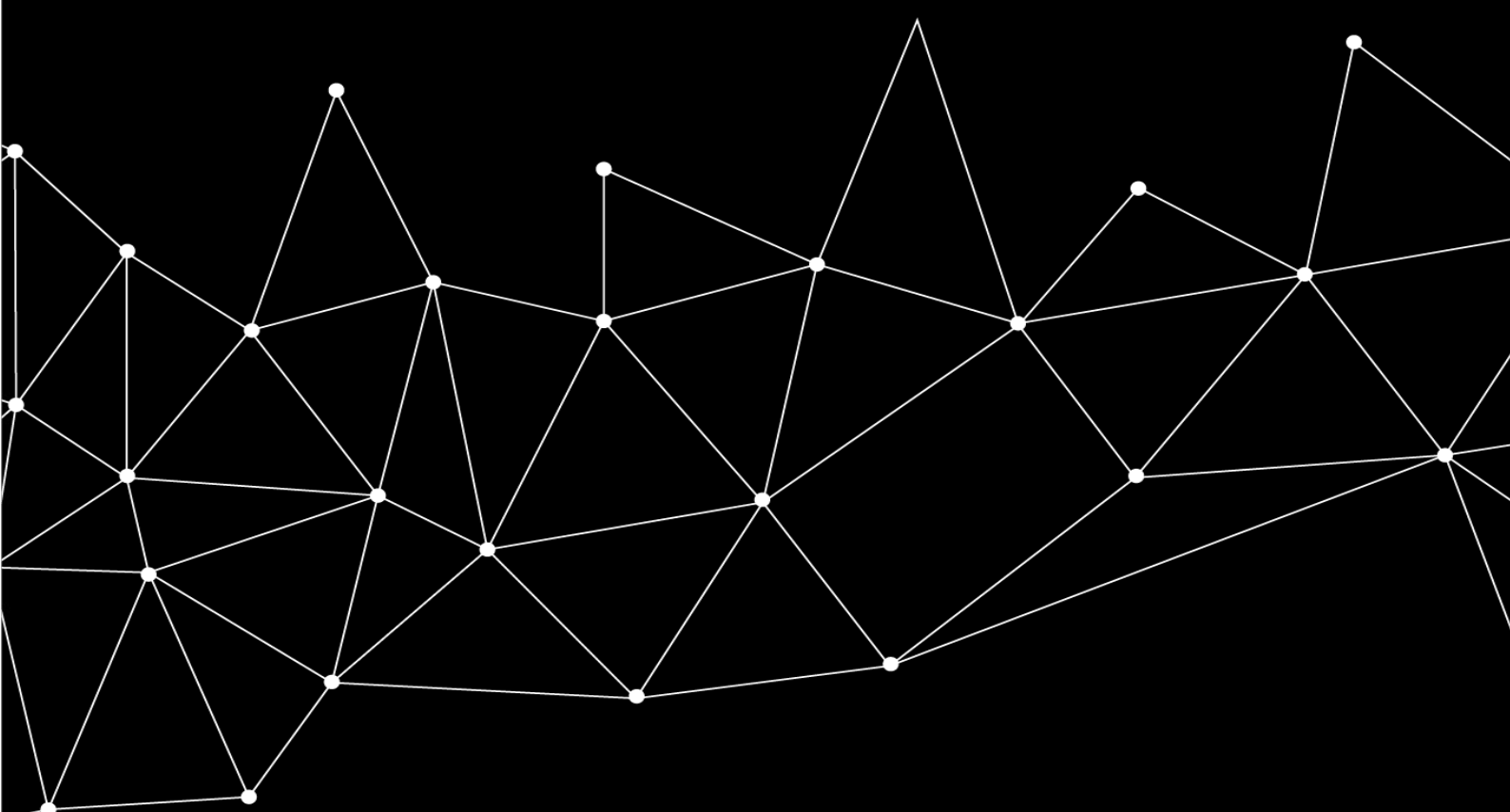
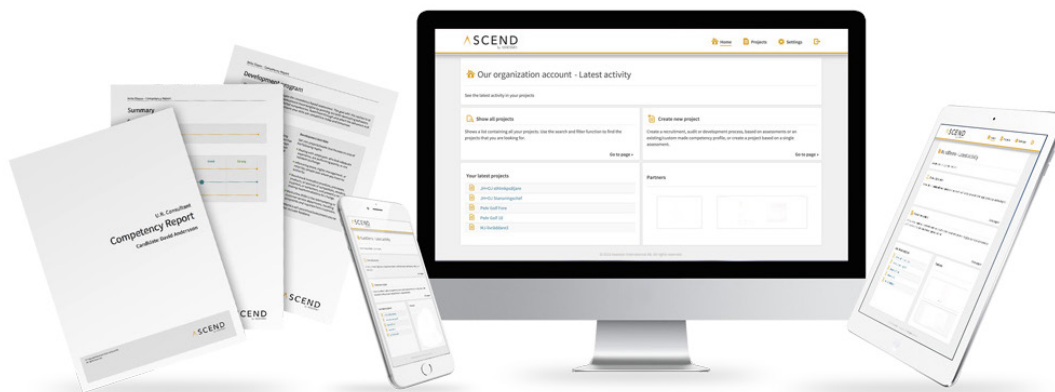


ASCEND

ONLINE SCREENING SOLUTIONS FOR DATA-DRIVEN RECRUITMENT
ZERO TALENT WASTE





DATA YOU CAN TRUST
INSIGHTS YOU CAN ACT ON &

EFFECTS THAT CAN BE MEASURED

ZERO TALENT WASTE

Discover Ascend by Assessio, a modern evidence-based Software as a Service platform for screening, selection, analytics and data-driven HR. Ascend is the cumulative result of 60 years of psychometric research and the latest technology.

WHY ASCEND?

1. **Integrated SaaS solution**, putting you in control with the lowest cost of ownership
2. **Accurate**, business focused talent insights supporting critical talent decisions
3. **Real time talent data** becomes a core strategic asset
4. **A global company**, with local expertise

SCALABLE SOLUTIONS

Ascend offers a scalable range of tools and functions to match your needs.

- From once-off, small-scale recruitment projects to long-term high-volume uncapped assessments
- Local and international norms
- Candidate ranking lists for screening based on competency role fit and/or cognitive ability
- Comprehensive reports for a thorough assessment of an individual's strengths and weaknesses
- Customisable and scorable interview guides
- Research-based or customised competency profiles to fit the context of your organisation, level and job role

SCIENTIFIC RIGOUR

At the core of Ascend lie our scientifically validated assessment tools. The predictive insights gained from our instruments provide you with a reliable basis for objective and scientific decision-making.

ASSESSMENT TOOLS

► Matrigma

Measures General Mental Ability, predicts job performance

Matrigma is a GMA test that predicts successful performance across all industries and for all levels of job complexity. The non-verbal and non-numerical format of the test ensures a wide application beyond cultural, educational and linguistic barriers.

► MAP

Measures personality, predicts workplace behaviour

MAP is a comprehensive personality questionnaire based on the Five Factor Model. It measures a wide range of individual characteristics and predicts behaviours critical for working life. MAP is used for recruitment, on-boarding, development, and career counselling.

► MAPX

Measures risks and derailers, predicts counterproductive behaviour

MAP-X identifies risk tendencies linked to personality that can lead to counterproductive behaviours at work. The tool identifies challenges that an individual may have and is used in both recruitment and development. MAP-X is based on the Five Factor Model and the MAP personality test.

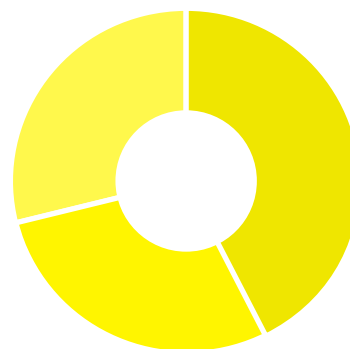
COMPETENCY FRAMEWORK

With Ascend you can easily measure your candidates against the specific competency demands of any role in your organisation and see how well they fit the profile.

Build your own competency profiles in Ascend and see how well your candidates match your needs.

Not sure what a role requires? We will work with you to create the right profiles based on your expertise, our experience, as well as validated psychometric models.

CUSTOMER SERVICE 34% MATCH



- Customer-Centric (43%)
- Service Minded (29%)
- Good Communicator (29%)

Ascend's competency framework helps you make decisions based on the qualities and capacities that are desired for specific roles and your organisation. It provides you with a solid baseline for comparison and allows you to optimise your recruitment process over time, based on performance outcomes.

ADMINISTRATION

Ascend is a user-friendly online platform that supports and streamlines your processes.

REUSE TEST RESULTS

Sometimes you find a great candidate that doesn't fit the role they applied for. You may want to match their result against another role or against a different set of candidates. With Ascend you can easily transfer candidate scores between projects.

Ascend is one step ahead! The platform automatically suggests suitable candidates from your previous projects who fit your current competency profile.

CANDIDATE FEEDBACK

Communicating with large numbers of candidates has never been this easy. Ascend allows you to optimise candidate experience by providing automatic online feedback.

MULTI-ASSESSMENT PROJECTS

Stay organised. Structure your recruitment and programs into uniform, time efficient and transparent processes. If you are using several assessment tools you can arrange them in sequenced stages and automatise the administration.

SEAMLESS AND SIMPLE

Are you currently using an applicant tracking system (ATS), a customised business application or a corporate interface? Not a problem. Ascend is designed to integrate seamlessly with your existing framework. Examples of our currently integrated partners are Aditro, Prepaired, Reachmee, Youcruit, Webcruiter and Zerolime.

QUICK FACTS

- Fully scalable solutions
- Tests and reports available in up to 30 languages.
- Includes a competency framework, a profile library and interview guides
- High data security
- Easy to integrate

Our Vision
ZERO TALENT WASTE

Your Value
FULL POTENTIAL UNLEASHED

The Assessio Group and Resellers:



HFMtalentindex South Africa is a licensed distributor of Assessio products



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