HFMtalentindex’s online Competency Assessment System (CAS) empowers you to rapidly determine whether your candidates are suitable for a specific position. The test to determine whether the candidate has the right competencies takes about 25 minutes. Each role is defined by its own unique set of competencies that should be assessed. The interpreted report provides information on the candidate’s relevant strengths and weaknesses. With the CAS, you can be sure that you are employing people who have the right qualities. You rapidly know the potential of individuals and can invest in their development in a targeted way.

The CAS rapidly provides objective insight into the competencies of applicants and employees.

<table>
<thead>
<tr>
<th>Competency</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall potential for the position</td>
<td>6</td>
</tr>
<tr>
<td>Results orientation</td>
<td>5</td>
</tr>
<tr>
<td>Customer orientation</td>
<td>7</td>
</tr>
<tr>
<td>Persuasiveness</td>
<td>3</td>
</tr>
<tr>
<td>Cooperation</td>
<td>6</td>
</tr>
</tbody>
</table>

Choice of over 40 competencies

The CAS gives you a choice of over 40 competencies which you can assess. Interpreted reports are made available to you shortly after the test is completed. At a glance, you can see the extent to which your candidate matches the chosen competency profile. The candidate’s relative strength or weakness is shown for each individual competency.
Objective and accurate assessment

The CAS is based on the HFMtalentindex personality measurement. The HFMtalentindex personality measurement is a comprehensively validated test based on the Big Five model. HFMtalentindex interprets the results of this test and translates them into the candidate’s suitability in terms of the competencies required. This translation is based on scientific research by HFM’s panel of experienced professional organizational psychologists. The CAS therefore provides a reliable picture of each candidate’s qualities. The information provided is objective, accurate and substantiated.

Would you like to know more about the CAS?
supportsa@hfmtalentindex.com

Tailored interview questions

Would you like additional support when conducting a selection interview? The CAS gives you the option to include interview questions in the report. The questions are specifically tailored to your candidate’s competency scores. For each competency, you are given a series of questions that you can immediately ask the candidate. It is practical and easy. The selection questions help you to conduct an effective interview about the relevant competencies of your candidate. You will therefore complete your objective more rapidly during the selection interview.

Uses and benefits

Selection
Does a candidate have what it takes? Each position requires specific qualities. The CAS reveals whether the candidate has them. You are given an overview of all relevant strengths and weaknesses of the candidate. You therefore interview the right candidate and employ the most suitable candidate for the position.

Development
The CAS shows an employee’s development potential in the context of that employee’s current job. The employee’s development is therefore more focused and generates greater returns. Competencies that the employee has a lot of potential for are easier to develop than competencies that the employee has little potential for.

Career and mobility
The CAS provides a broad picture of an employee’s strengths and weaknesses. It is therefore a good starting point for career orientation. Together with the employee, you can focus in a targeted manner on areas of activity and professions for which the employee has the talent.