

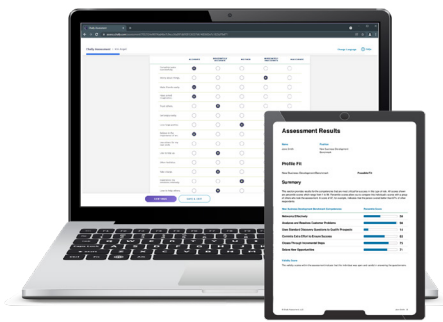


## PART I: Introduction to the Updated Predictive Talent Assessment

### OVERVIEW:

The Predictive Talent Assessment has been a crowd pleaser for the past five decades. It **accurately predicts on-the-job behavior** and the **insights** derived from this powerful tool have helped thousands of organizations across the globe in **growing revenue, improving productivity, reducing turnover, and much more.**

At the same time, we heard your great feedback and have made the assessment experience more seamless than ever before. Flip through this document to learn what's new!







### Why did we update the Predictive Talent Assessment?

The original Predictive Talent Assessment is valid and supported by nearly 50 years of empirical research correlated to measurable, beneficial business outcomes. However, as a research-based organization, Chally recognized that modernizing our assessment code while improving key barriers to deployment, such as total assessment time, would allow for wider adoption across industries and enhanced applicability in many different contexts.

### How did we go about updating the Predictive Talent Assessment?

As part of our commitment to provide the best solutions and valid science to our clients, we first enlisted a team of Industrial-Organizational psychologist and researchers to conduct a thorough review of the existing Predictive Talent Assessment. The team **confirmed the accuracy** and **completeness** of the **Benchmark Profiles** and **validated the updated assessment.**

### What we did:

-  **Performed** a review of our current Benchmark Profiles and our 138 competencies to confirm they are an accurate and holistic representation of sales jobs in the market today
-  **Assessed** 1000+ people globally, across more than 20 industries, with both the original and updated Predictive Talent Assessment, ensuring our ability to measure the same competencies and profiles we always have, while expanding into a broader range of jobs
-  **Analyzed** existing and new research to enable us to reduce the number of questions asked in the assessment, while providing the same quality of output and scientific rigor that our customers have come to expect from Chally
-  **Compiled** the research into a new technical manual documenting the validity of the science in the assessment, allowing for further transparency and understanding for our clients and partners

At the same time, we've built an assessment engine that powers all of our assessments and subsequent outputs such as reports and dashboards. This engine is going to enable us to expand our product set in an efficient and scalable way. With this, we are able to predict more job competencies than ever before and grow beyond the realm of sales.



## PART II: Details of the Updated Predictive Talent Assessment

### What has changed about the Predictive Talent Assessment?



**Length:** We've cut down the time by 50% (to approx. 15-25 minutes) without sacrificing the validity of our powerful assessment.



**Questions:** We've simplified and streamlined the assessment questions to further enhance its universal applicability.

### What has not changed about the Predictive Talent Assessment?



**Reliability:** We've reconfirmed our content is up-to-date and valid for predicting success in today's environment.



**Format:** The assessment is still role-based, evidence-based, and predictive in nature.



**Intuitive Design:** The assessment and the easy-to-use Chally Platform look and feel exactly the same as before.

The updated assessment works the same way the original assessment works. Our assessment engine validly measures dozens of human behaviors displayed in the workplace, with validated scoring tailored to predict the **specific job-related competencies** in our Benchmark Profile jobs and competency library. In other words, for benchmark or custom profiles, we are doing what we have always done.



**Identify** the specific sub-set of **workplace behaviors** required for a specific job.

1



**Align** the required behaviors to the psychological construct/theory that **predicts that behavior**.

2



**Provide** job-relevant **insight** into how a candidate or incumbent fits that specific job.

3

### Are we no longer using the database Chally built over the last 50 years?



We are not throwing away our rich database. We have built the new assessment engine leveraging Chally's historical data and competency mapping. We have a global normative database of 600,000+ people who previously completed the updated items. We have aligned the output of that database with the historic Chally database of assessment takers.

Moreover, our large and diverse global normative sample ensures the updated assessment is relevant across cultures while also mitigating adverse impact to protected classes.

### How long are the results for the updated Predictive Talent Assessment valid?



Just like before, the talent assessment results are valid for up to 5 years, and our approach to assessing on-the-job behaviors remains valid, predictive, and stable over time.

## Are the questions still considered non face valid?

Yes, the updated talent assessment questions are not face valid. The questions are phrased in such a way that responses do not focus on a point in time, and they are geared to one's general frame of reference. Situational factors, such as not feeling well, being in a bad mood, or having a bad day, will have insignificant effect on the results.

	ACCURATE	MODERATELY ACCURATE	NEITHER	MODERATELY INACCURATE	INACCURATE
Complete tasks successfully.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worry about things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Makes friends easily.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have a vivid imagination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

## Is it okay to reduce the number of questions in the Predictive Talent Assessment by nearly 50%?

With respect to the length, the updated version of the Predictive Talent Assessment is essentially as long as it needs to be, but no longer. We have found efficiencies without sacrificing validity. We still use 30 items to calculate the validity and comprehension scales just as we did in the original assessment. If we create new benchmarks, competencies, etc., we will add items as necessary, never sacrificing validity for brevity.

## Which languages are available with the updated Predictive Talent Assessment?

Currently, the updated talent assessment is available in English and Latin American Spanish. We will add additional languages as the need is identified.



### PART III:

## Transitioning to the Updated Predictive Talent Assessment

## Is there a hard cut over date where clients must switch to the updated Predictive Talent Assessment?

For ease of administration, we encourage clients to switch to the updated assessment but understand there will be situations where this is not possible.

- 1 After launch, all new clients should use the updated Predictive Talent Assessment unless they have a language need that the updated Predictive Talent Assessment does not currently support.
- 2 Current clients should continue to use the original Predictive Talent Assessment while they have current open hiring requisitions; **they should not compare candidates who took different versions of the assessment** or make a shift in the middle of an active project, especially for selection.
- 3 For a Talent Audit or when using the Chally results dashboard, we would recommend the client reassess their incumbents using the updated Predictive Talent Assessment.

## Will clients' original Predictive Talent Assessment data be removed from the platform?

We used to archive data and are returning to this approach. Once customers switch to the updated assessment, or after 5 years, their data will be archived from the platform.

## Do clients have to pay to reassess their assessment takers?

If a client previously assessed individuals on the original Predictive Talent Assessment and it's been longer than 5 years, they would need to purchase a new assessment. If a client previously assessed individuals on the original Predictive Talent Assessment, and it's been less than 5 years, they would not be charged for the assessment, however they will need to work with their client services manager to determine who all needs to be reassessed.

If you have additional questions, please contact your **Client Services Manager** or call **800.254.5995 | 937.259.1200** or email **challyassessment@chally.com**