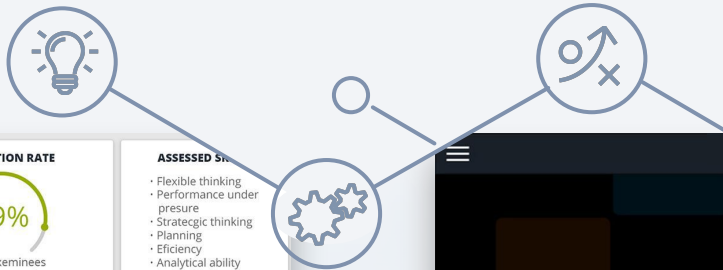# Accelium Talent

SimuRise
simulate your rise

Human Resource Management just got smarter!

Game-based critical thinking tests for quick, engaging evaluation of employees and job candidates.

ENROLLED EXAMINEES
28

COMPLETION RATE
89%
25/28 Exeminees
● Talent executive

ASSESSED S...
· Flexible thinking
· Performance under presure
· Strategcic thinking
· Planning
· Eficiency
· Analytical ability
· Quick thinking

PROGRESS
Mouse over for more information on funnel stages

28	>	2	>	1	>	25
Registered		Passive		Active		Completed

GROUP PREFORMANCE

Avarege score	86	MEDIUM HIGH
Flexible thinking	97	VERY HIGH
Performance under presure	97	VERY HIGH
Stratecgic thinking	97	VERY HIGH
Planning	64	MEDIUM LOW
Eficiency	97	VERY
Analytical ability	97	VERY
Quick thinking	64	MEDIUM LOW

SCORE DISTRIBUTION
The following graph shows the degree of dispersion of the group's scores in each of the assessed skills. Each point represents an individual's skill score.

David B. Choen

Flexible thinking | Performance under presure | Stratecgic thinking | Planning | Eficiency

TOP 3 LEADERS

91
Avarege score
Karin O...

Hint   Check   Reset

The Accelium Talent tests

Accelium Talent is a game-based assessment tool which evaluates critical thinking. It enables you to test employees' and job applicants' skills in a fast, engaging and effective way, providing exclusive insights on the most critical skills for success. Accelium Talent tests are based on mind games, requiring testees to analyze data, solve problems, and make various decisions. The system analyzes test-takers' solutions and the decisions they make, identifying their thinking patterns and operational style. The evaluation report presents a multidimensional skill profile which accurately reflects individual strengths and pain points.

Streamlined assessment process

- Fast testing
- Produces a rich, concise report including skills assessment and identification of strengths
- In-depth and multidimensional analysis - based on the identification of behaviors and thinking patterns

A positive experience

- Fun, interesting game-playing test
- Positive differentiation - reflects an innovative, people-oriented brand identity
- No need for long, tiresome questionnaires

Maximum flexibility

- No monitor presence required
- Compatible with diverse mobile and stationary devices
- Employees and applicants can be tested in the comfort of their own homes
- Supports multiple concurrent test-takers

No prior knowledge required

- No need for preliminary instruction
- Game rules are learned during the test

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Rationale and methodology

At the core of Accelium's methodology lies the notion that games create a fun and engaging experience and generate strong intrinsic motivation. Game-based assessment effectively simulates a wide range of cognitive and emotional challenges, accurately reflecting test takers' ability to cope with these challenges in real life.

Principles of the methodology:

1 An emphasis on Critical Thinking
Accelium Talent evaluates critical thinking: the collection of "soft" skills which are vital for professional success but aren't assessed by standard intelligence and knowledge tests. These skills include, among others, strategic thinking, prioritization, creativity, flexible thinking, and persistence.

2 Utilization of thinking games
Accelium's games present test-takers with various challenges, requiring them to be resilient and exercise assorted skills such as: problem-solving, analytical thinking, deduction and more. By means of manipulations and alterations in the game rules, it's possible to examine how the test-taker adapts to a dynamic environment, effectively simulating complex real-world situations.

3 Skill profile generation
Based on the test-taker's performance in the various challenges, the system assesses their abilities: quickness of thought and action, challenge analysis, problem-solving efficiency, and more. The resulting personal profile is multidimensional and highlights strengths and pain points.

4 Personal growth through improved awareness
Accelium Talent utilizes artificial intelligence tools to identify test takers' thinking patterns and characterize their decision-making style, focus over time, methodicalness, learning curve, etc. Resulting insights improve personal awareness and can help define a focused personal growth plan for every testee.

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Accelium Talent offers an array of 6 test modules which can be integrated in sourcing, recruitment, screening and evaluation processes, as needed.
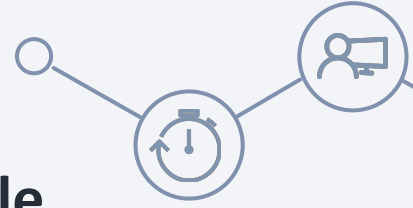
Triangle

A quick fundamental test. Provides general skills assessment used for large scale candidate screening, course placements, training content planning and refinement, etc.
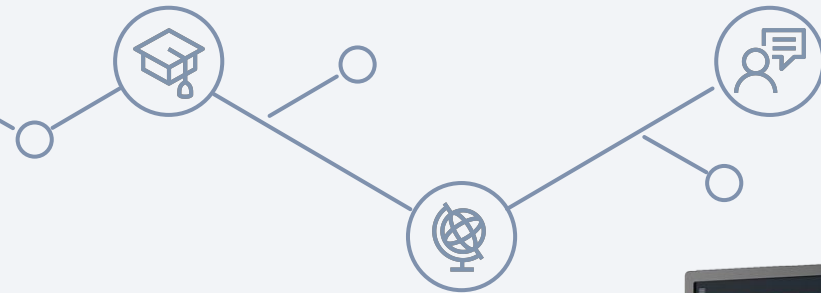
Professional

A progressive, high difficulty test, designed for secondary education graduates. It measures a wider skill range than the Basic test and is suitable for internal scouting, competency mapping, secondary screening, and assessment for core positions.

Expert

A particularly demanding test which effectively segments groups with high average scores: engineers, programmers, researchers, analysts and the like.

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Executive

Designed for managers, senior candidates and organizational leaders, this evaluation focuses on planning and strategic thinking skills.
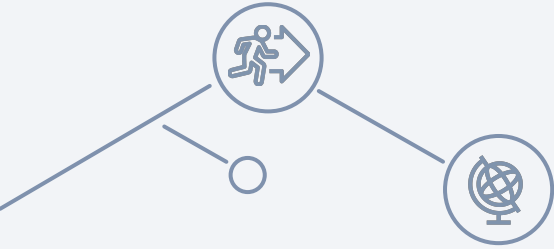
360

Personal skill-analysis tool- uses game performance and behavior analytics to evaluate the most critical skills for success. Improved awareness boosts personal motivation and job performance
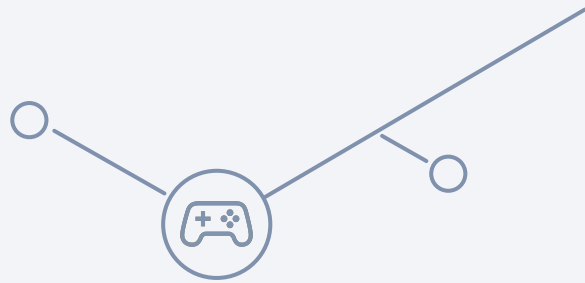
Score

An innovative game-based assessment tool giving School teachers and principles a comprehensive view of students' gaps, their potential and performance.

For Education

Assessment of various skills and abilities:

The high involvement and diverse nature of challenges in the game environment allows Accelium Talent to assess a wide range of complex skills and abilities, such as:
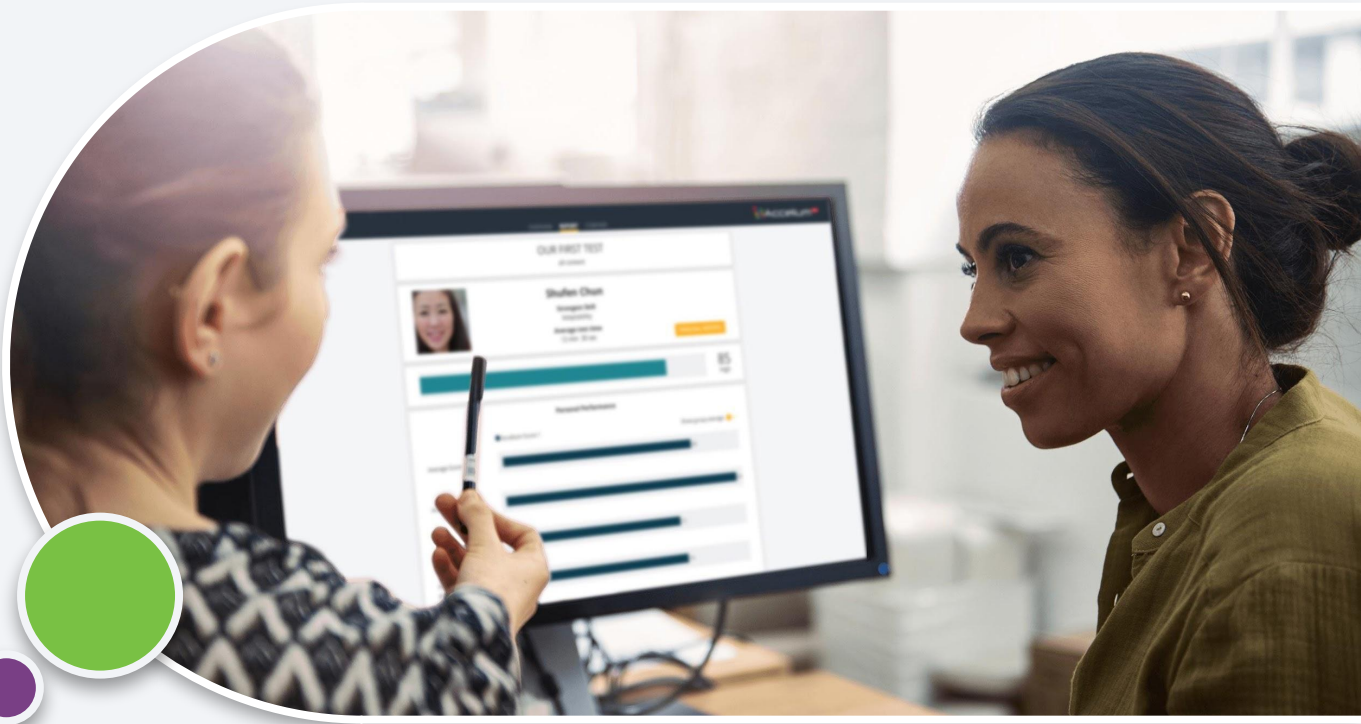
🏃 Quick Thinking

The ability to think and respond in a rapid and effective way. Quick thinkers will cope well in an environment which demands a high rate of decision making, such as public event production, defense and security roles, stock trading, etc.

📈 Analytical Ability

The ability to examine and comprehend data, process it and draw conclusions. Individuals with high analytical skill can research and integrate large quantities of information and generate insights which lead to high quality decision making. This skill is vital for engineering, research and management roles.

🏋 Efficiency

Using the minimal amount of resources to attain desired results. An efficient individual is expected to complete more tasks in a given period and will tend not to go over budget as often as others when running a project.

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Flexible Thinking

The ability to adapt our perception of reality and our decision-making processes to the constant changes in our environment, maintaining effective and economic responses. An individual with high flexibility will identify more alternative solutions to a given problem and adjust more quickly to any change in plans.

Performance under pressure

The ability to maintain a high level of performance even when time is very limited. An individual with low PUP score may make rash decisions or even avoid making decisions altogether when under time pressure.

Strategic Thinking

The ability to choose a course of action, identify interfering factors, analyze interdependencies, predict risks and offer ways to handle them. High strategic skill allows an individual to make their decisions based on a wider range of considerations and to perform better risk analysis.

Planning

The ability to predict future processes related to the attainment of one's goals in a way that allows one to avoid risk ad reach those goals. Strong planners will manage to consider events that will happen in the more distant future, won't be frequently surprised and will choose alternatives with high chances of success.

Decision Support System

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State of the art **Accelium Data Center** provides real-time test results that are available 24/7 via an advanced, cloud-based report system. The system offers an elegant and easy to use interface with clear, readable reports, smart charts, dynamic drill-down capabilities, and easy export features.
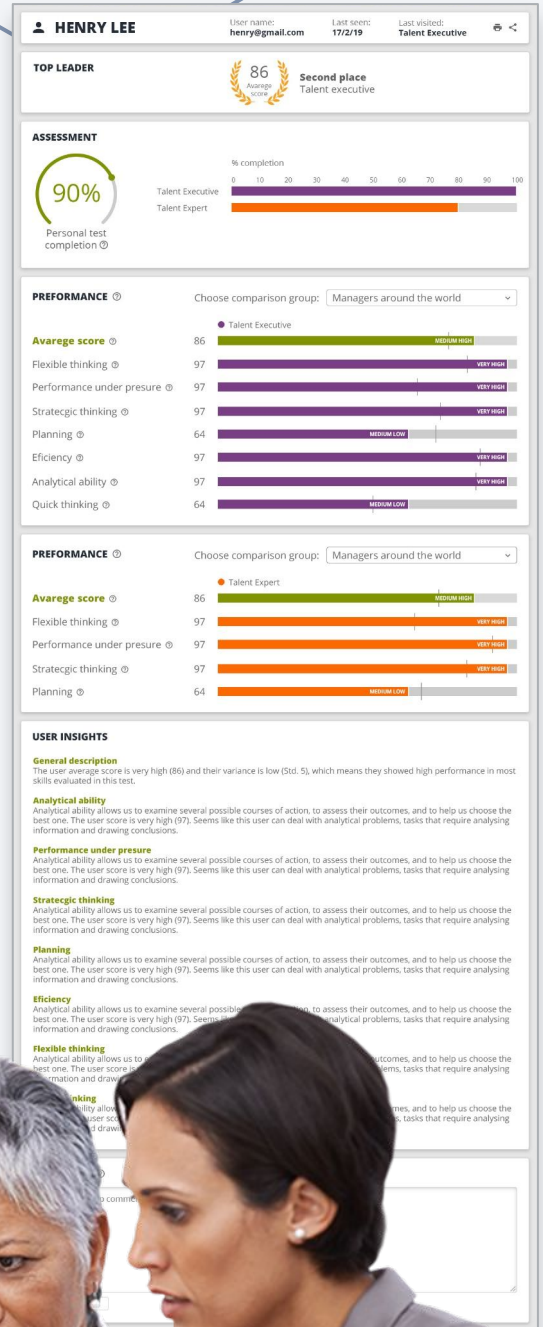
1. Dashboard

The dashboard lets you track test completion and highlights notable findings.

2. Group results

This part characterizes a group of test takers in comparison to similar groups. It provides focused charts for the groups average scores, score distribution and dominant thinking styles. Concrete recommendations are provided for the improvement of the group's weaker skills.

3. Comparative assessment

The third section presents a comparative evaluation of the thinking skills level for all employees or candidates in the group. smart search and dynamic filtering features allow you to quickly sort the data and identify the group's leaders and weaker members.

HENRY LEE User name: henry@gmail.com Last seen: 17/2/19 Last visited: Talent Executive

TOP LEADER 86 Avarage score Second place Talent executive

ASSESSMENT 90% Personal test completion

% completion 0 10 20 30 40 50 60 70 80 90 100
Talent Executive
Talent Expert

PREFORMANCE Choose comparison group: Managers around the world
● Talent Executive

Avarege score	86	MEDIUM HIGH
Flexible thinking	97	VERY HIGH
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Planning	64	MEDIUM LOW
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PREFORMANCE Choose comparison group: Managers around the world
● Talent Expert

Avarege score	86	MEDIUM HIGH
Flexible thinking	97	VERY HIGH
Performance under presure	97	VERY HIGH
Stratecgic thinking	97	VERY HIGH
Planning	64	MEDIUM LOW

USER INSIGHTS

General description
The user average score is very high (86) and their variance is low (Std. 5), which means they showed high performance in most skills evaluated in this test.

Analytical ability
Analytical ability allows us to examine several possible courses of action, to assess their outcomes, and to help us choose the best one. The user score is very high (97). Seems like this user can deal with analytical problems, tasks that require analysing information and drawing conclusions.

Performance under presure
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Flexible thinking
Analytical ability allows us to   outcomes, and to help us choose the best one. The user score i   ems, tasks that require analysing information and drawi

thinking
ility allows   mes, and to help us choose the
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Decision Support System

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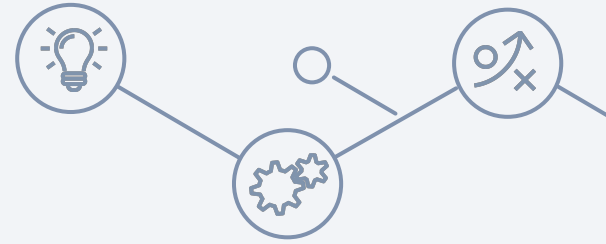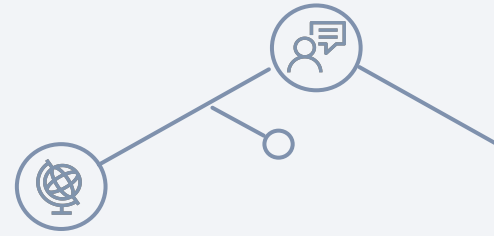
4.   Group comparison

Compare group performance to other teams and business units in your organization as well as to a global benchmark. Group comparison enables human resource and organizational development experts to determine development trends and skill gaps in different parts of the organization, identify threats to organizational growth and maintain competitive advantage by intelligently recognizing, developing and retaining talent.

5.   Individual Report

This personal report presents each individual's complete skill profile in comparison to global benchmarks. It highlights individual strengths and pain-points and reviews their impact on daily performance in professional and personal contexts. The report includes concrete recommendations for bolstering weaker skills. It boosts personal growth by improving self-awareness and focusing personal coaching and professional development processes.
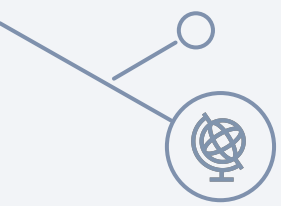

ENROLLED EXAMINEES

👤 28

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25/28 Exeminees
● Talent executive

ASSESSED SKILLS

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· Analytical ability
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PROGRESS

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GROUP PREFORMANCE ⓘ

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SCORE DISTRIBUTION ⓘ

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Each point represents an individual's skill score.

David B. Choen

Flexible thinking | Performance under presure | Strategic thinking | Planning | Eficiency | Analytical ability | Quick thinking

TOP 3 LEADERS

91 Avarege score	94 Avarege score	97 Avarege score
Karin Ohayon	Nadav Agozi	Tali Reinfeld

GROUP INSIGHTS

General description
This group would benefit the most from working on the Q...

Strong points
An improved thinking speed would increase the gr...
personal and creative projects.

Weak points
To develop quicker thinking, present them with...
emphasizing the importance of work quality a...

COMMENTS ⓘ

Type your group comments here:

Test Comparison table

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	Triangle	Professional	Expert	Executive	360	Score (for education)
Test Duration	15 min.	25 min.	30 min.	35 min.	50 min.	45 min.
Target Audience	General population.	Organizational leaders.	Knowledge workers, advanced degrees.	Knowledge workers, advanced degrees.	Managers, potential managers and professional leaders.	School students, Grade 4-6.
Quick Thinking	✔	✔	✔	✔		✔
Analytical Ability	✔	✔	✔	✔	✔	✔
Efficiency	✔	✔	✔	✔	✔	
Flexible Thinking		✔	✔	✔	✔	✔
Performance under pressure		✔	✔	✔	✔	✔
Strategic Thinking				✔	✔	
Planning				✔	✔	
Applications	Initial candidate screening. competency mapping.	Secondary candidate screening. Employee reviews, managerial feedback.	Initial candidate screening for knowledge workers, employee evaluation, promotion planning.	Initial candidate screening for knowledge workers, employee evaluation, promotion planning.	Executive development workshops, growth processes, 'Know Yourself' workshops.	Identify skill gaps, Identify student potential, Measure educational effects.

You have 5 minutes
To solve as many
challenges as possible
Continue
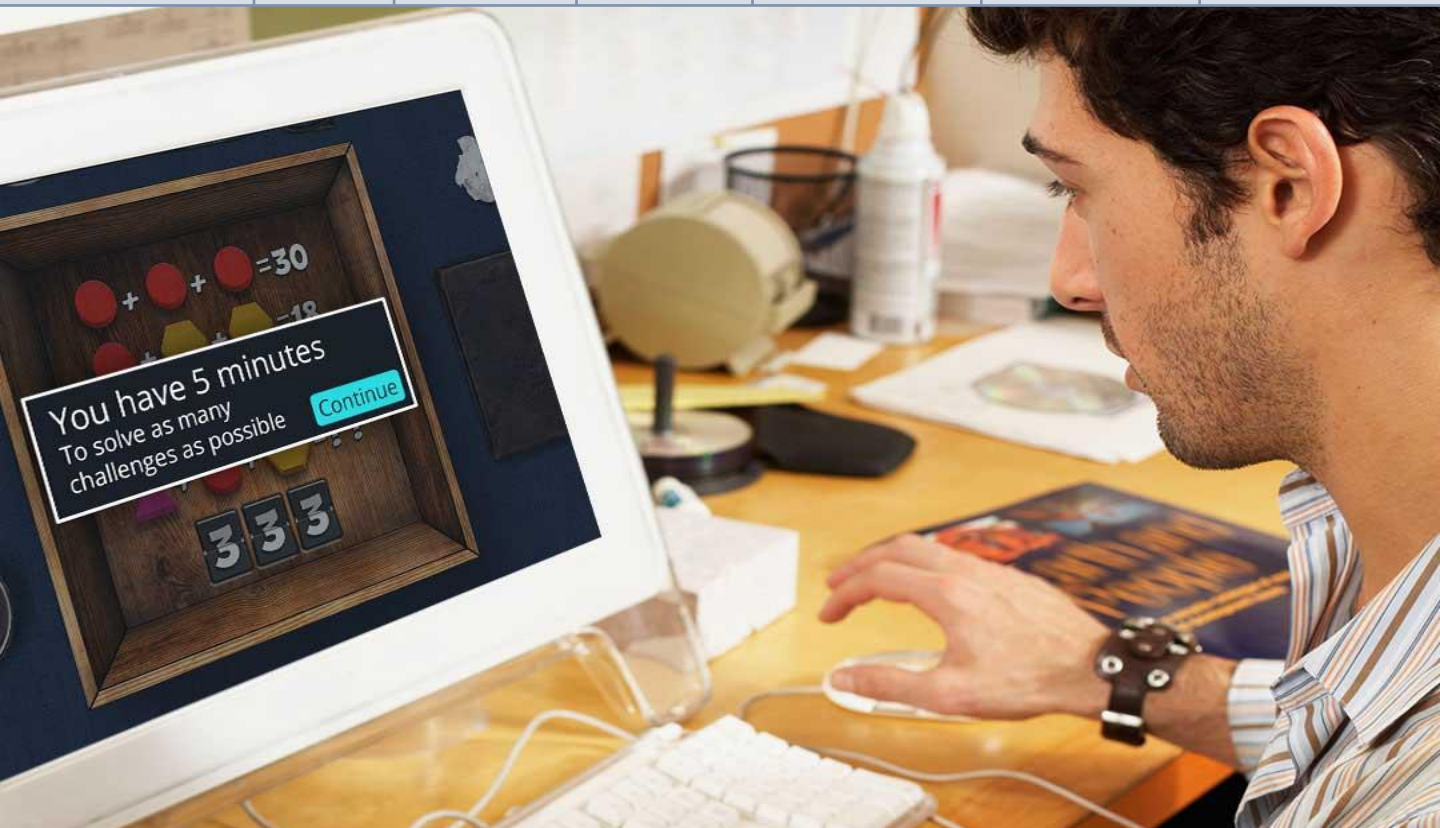
Founded in 1994, Accelium is a pioneer in game-based education and training. The company operates in over 30 countries and 12 languages. At the core of all of our activities lies a unique methodology that harnesses the enthusiasm and engagement of game-playing to teach effective thinking models and useful strategies for the real-world challenges of the 21st century. The game experience provides an ideal setting for self-reflection and the acquiring of new thinking habits, making it easier for learners to deal with complex challenges and add new strategies to their mental toolbox.

For further detail

www.Accelium.com

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