

Assessment Marketplace

Accendo's TalentPulse Assessment Marketplace is a one-stop curated marketplace for the best-of-breed, globally sourced, and validated talent assessment tools. Companies can use these tools across the talent lifecycle to assess, select, recruit, develop, retain and promote employees with confidence. Based on over 15 years of experience and expertise in assessing talents, Accendo has designed multiple solution options that cater to each customer's unique needs and incorporated industry best practices.



Solution Overview

The Assessment Marketplace caters for measurement of behavioural preference, behaviour in action, and behaviour in context to holistically measure a candidate's leadership, agility, skills, and cultural fit. TalentPulse comes with ready-to-use assessment templates and consolidated reports to help companies make effective talent decisions. Different solution combinations and add-on services specific to customer needs are available upon further request.

Behavioural Preferences

Natural Inclination




Includes:

-  Behavioural Assessment
-  Motivation Assessment

Behaviour in Action

Aptitude and Knowledge



Includes:

-  Cognitive Assessments
-  Skills Assessments
-  Online Simulations

Behaviour in Context

Contextual Actions and Experience

Includes:

-  Multi-rater Feedback Tool (180/270/360)
-  Face-to-Face Interviews

View next page for more details

Benefits



Best-of-Breed Tools



Holistic Measurement




Consolidated Reports





Enriching User Experience

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Solution Details

Behavioural Preferences	Behaviour in Action	Behaviour in Context
Measurement Tools		
<ul style="list-style-type: none"> • Aon Behavioural and Motivation Assessments • Hogan Personality Assessments 	<ul style="list-style-type: none"> • Cognitive Assessments • Game-based Assessments • Online Business and Leadership Simulations • Skills Assessments 	<ul style="list-style-type: none"> • Multi-rater Feedback Tool (180/270/360) • Competency Based Interviews
What it Provides		
<ul style="list-style-type: none"> • Measures natural preferences, work styles, motivational drivers etc • A baseline understanding of an individual's alignment with competencies and cultural values 	<ul style="list-style-type: none"> • Additional insights into ability, leadership styles, decision making styles etc • Uncover differences of actions versus behavioural preferences 	<ul style="list-style-type: none"> • Feedback gathering specific to an organisation's context • Further validation of behavioural preferences and behaviour in action to uncover strengths and gaps
Best For		
<ul style="list-style-type: none"> • Companies that are starting to introduce objective, structured assessments • Quick, fundamental understanding of individuals 	<ul style="list-style-type: none"> • Companies that are seeking to make their existing assessment practice more robust and engaging 	<ul style="list-style-type: none"> • High-stakes decisions or for development purposes

Implementation


All solutions are delivered on TalentPulse, a state-of-the-art cloud-based Talent Intelligence Platform that conforms to international standards of cloud security and personal data protection. Most projects are implemented within 30-60 days including competency selection and mapping, assessment setup, system configuration, user training, and consolidated reporting. The actual timeline varies depending on the complexity of the scope.


About Accendo


Accendo helps organisations revolutionise how to attract, assess, align, develop, and retain top talent, both internally and externally. The company's cloud platform enables organisations to run entire talent journeys that include conducting assessments, obtaining meaningful insights for strategic decision support, and crafting learning journeys and career paths for individual employees. Accendo is reimagining how talent assessments are used through an impactful combination of data science, intelligent analytics, process efficiency, and user experience. Headquartered in Kuala Lumpur, Malaysia, the company services leading corporations across a wide cross-section of industries, with needs for succession planning, graduate hiring programs, HiPo identification, promotions, recruitment, and talent optimisation.

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