



# ASPIRANT

THE COMPANY SKILLS LIBRARY

BY

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# ASPIRANT CATALOGUES THE BUSINESS SKILLS CAPABILITIES OF EVERYONE IN THE ORGANIZATION.

Cara was recruited as a Customer Services Advisor, she does a great job and likes the company but feels under challenged, maybe she will have to leave....

Mark is the Manager of Field Sales in the same organization he is desperately seeking to fill a gap in his team. He needs strong Attention to Detail, Verbal Reasoning, Excel, Data Checking and Time Management skills....

Cara has those abilities but doesn't know Mark or what he is looking for, if only the HR department had implemented **Aspirant**. Mark could search the company's skills database and see the capabilities of everyone in the business and tell them about his vacancy.

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Cara accessed the company's Aspirant system:

She used the online testing system to establish her skills and capabilities. Each test lasted about 35 minutes they were interesting and engaging, she could take them when and where she liked. There were 15 to choose from but only four interested her.

She was pleased and surprised when she got an private internal email from Mark (via HR) saying that her skills matched well with the abilities he was looking for, would she like to know more about the role? She had never thought about a Field Sales role, but instead of leaving the company she could now develop her career in a completely new direction.

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Aspirant is a stand alone solution with a user friendly intuitive interface both for test takers and talent seekers. Candidates can select the tests that they prefer. It is ready configured with a comprehensive selection of in-built tests or you can have your own bespoke ones created exclusively for you.

## Some typical test combinations:

- ★ Attention to Detail + Logical Thinking + Numerical Reasoning + Verbal Reasoning
- ★ Word + Excel + Data Checking + English Proofreading
- ★ Numerical Proofreading + Excel + Data Checking + Basic Maths
- ★ Business Communication + Time Management + English Language + Leadership Skills
- ★ Word + Outlook + Powerpoint + Excel
- ★ Questions are a combination of Beginner & Intermediate or Advanced & Expert, 30 questions, 30 minute time limit.

## Results show:

- ❖ Candidates unique reference number (name concealed at this stage)
- ❖ Overall score
- ❖ Score by subject
- ❖ How each individual question was answered

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In addition to test results there are a number of optional features that can be provided.

- ❖ Personal Statement
- ❖ Location preferences
- ❖ Full or Part time
- ❖ Salary
- ❖ Departments that are not allowed to know their identity
- ❖ Video Interview

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