



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 Examinees
Talent executive

ASSESSED SKILLS
• Flexible thinking
• Performance under pressure
• Strategic thinking
• Planning
• Efficiency
• Analytical ability
• Quick thinking

PROGRESS
28 Registered > 2 Passive > 1 Active > 25 Completed

GROUP PERFORMANCE

Category	Score	Target
Average score	86	90
Flexible thinking	97	90
Performance under pressure	97	90
Strategic thinking	97	90
Planning	64	90
Efficiency	97	90
Analytical ability	97	90
Quick thinking	64	90

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.

Skill	Score Range
Flexible thinking	80 - 100
Performance under pressure	80 - 100
Strategic thinking	80 - 100
Planning	40 - 100
Efficiency	80 - 100

TOP 3 LEADERS
91 Average score
Karin C.

Game Interface:
Grid with numbers and sun icons.
Buttons: 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

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.



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.



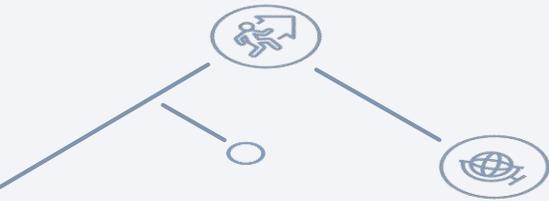
Expert

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



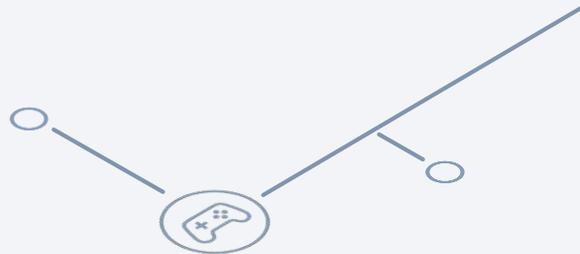
Executive

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



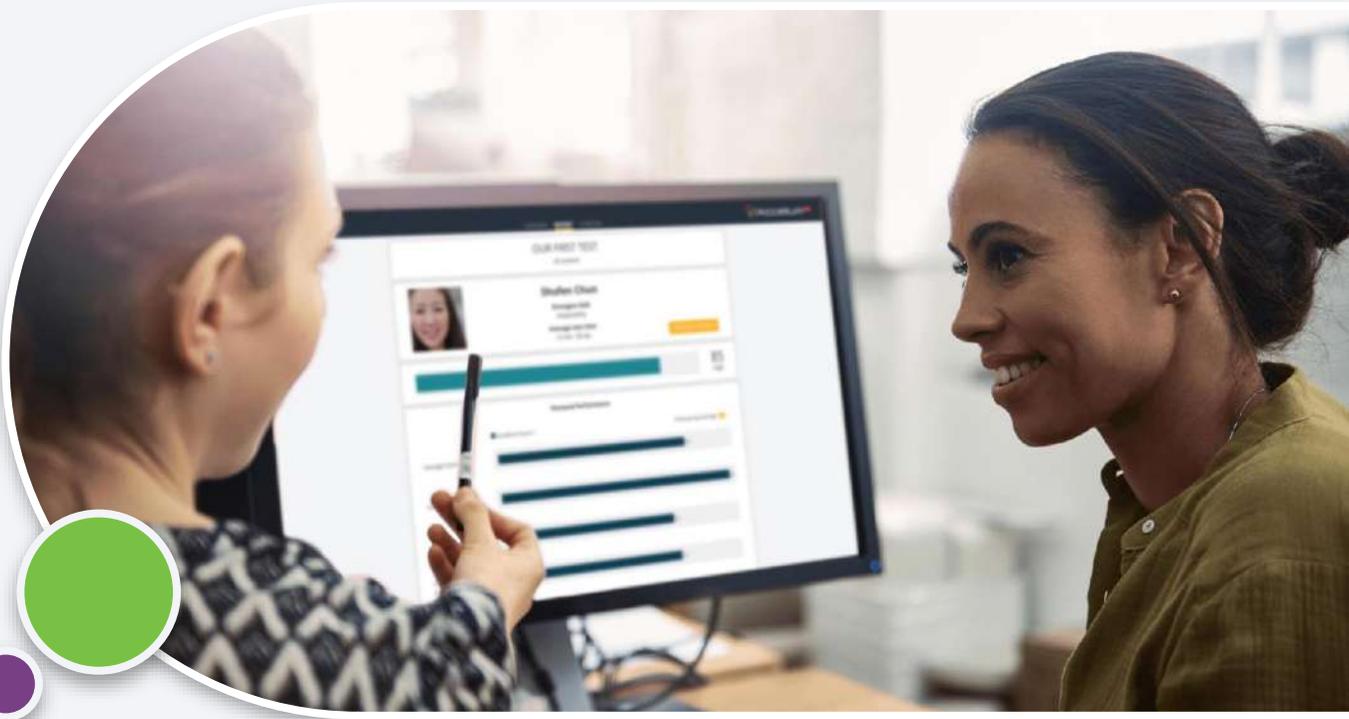
Score

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



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.



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 and 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

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

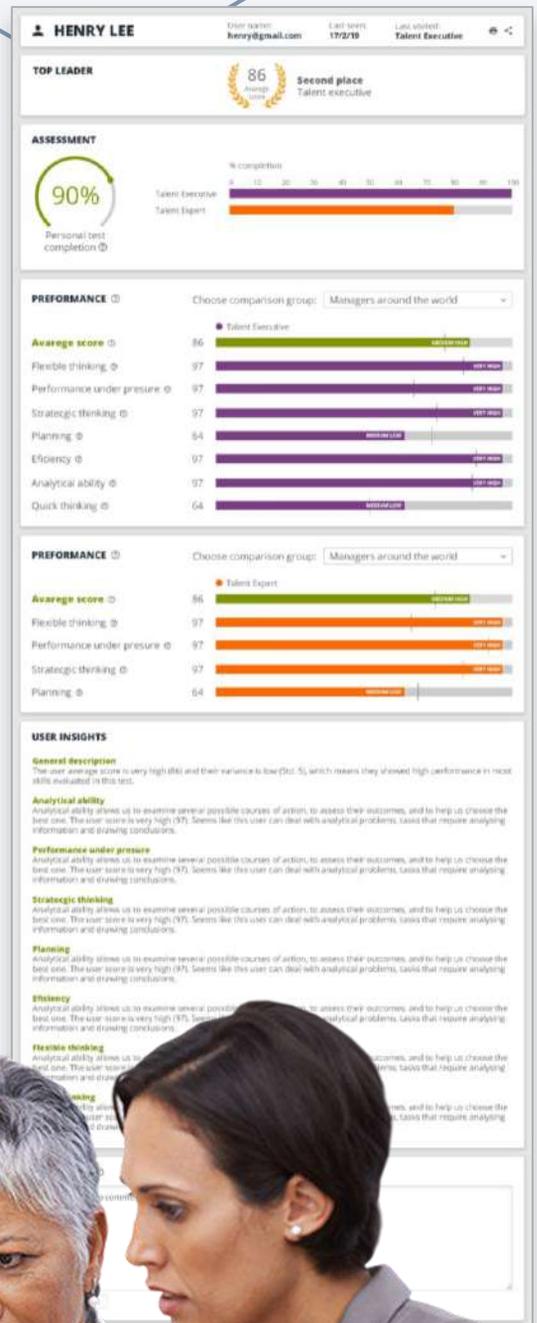
The dashboard lets you track test completion and highlights notable findings.

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.



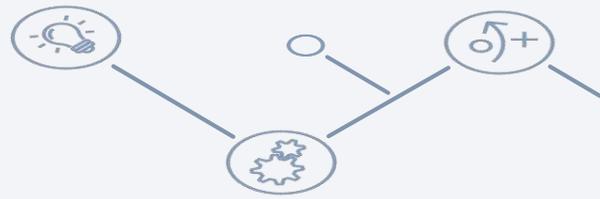
Decision Support System

4. Group comparison

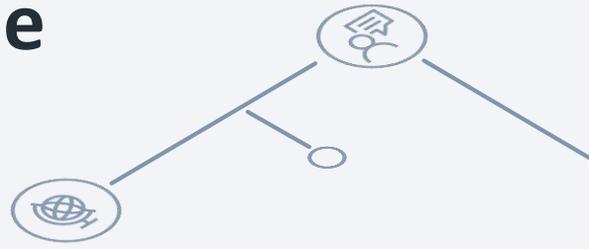
Compare group performance to other teams and business units in your organization as well as to a global benchmark. Group comparison enables human resource and organizational development experts to determine development trends and skill gaps in different parts of the organization, identify threats to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

5. Individual Report

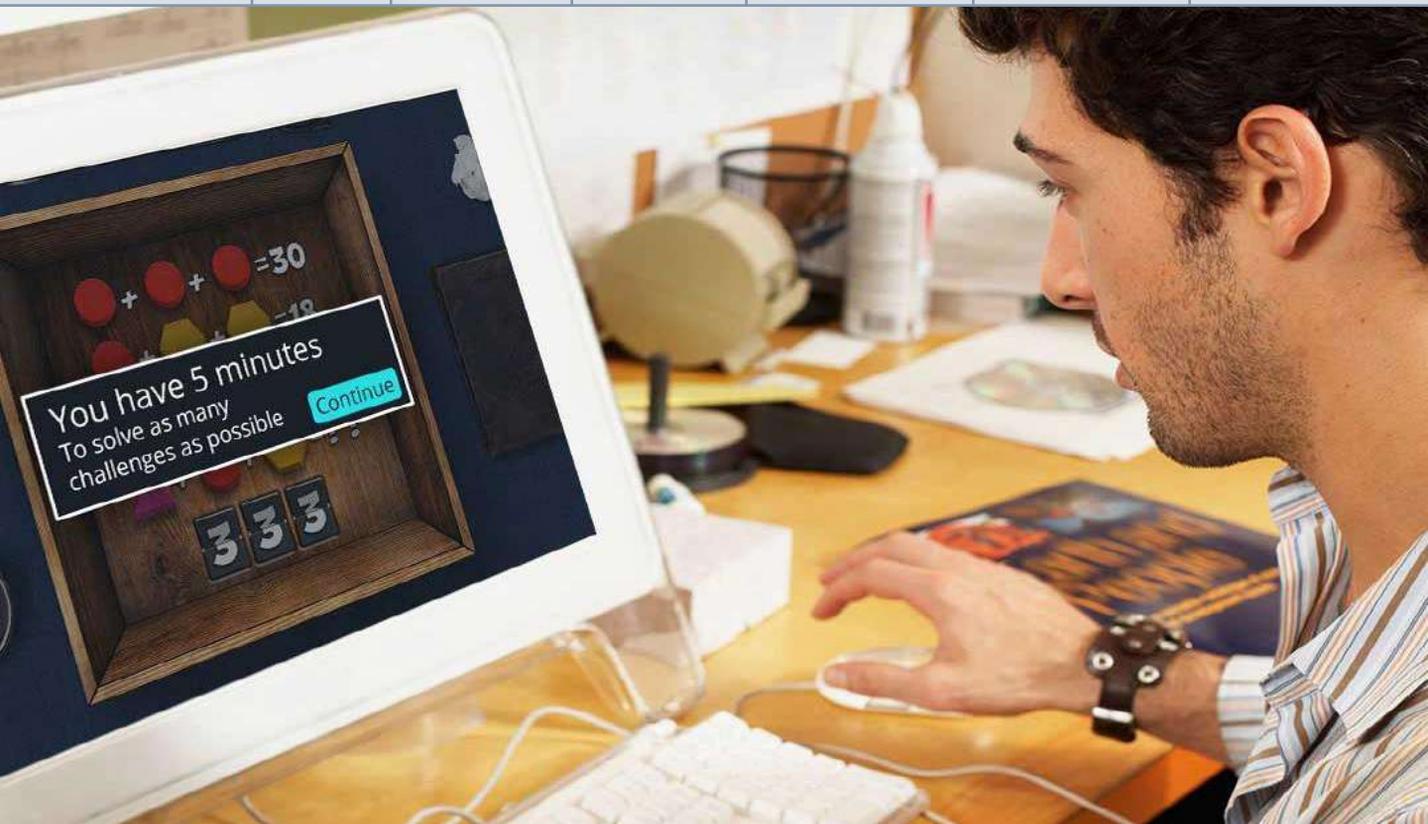
This personal report presents each individual's complete skill profile in comparison to global benchmarks. It highlights individual strengths and pain-points and reviews their impact on daily performance in professional and personal contexts. The report includes concrete recommendations for bolstering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



Test Comparison table



	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.



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

