

ASSESSMENT PACKAGES

WHAT MAKES CLARIDADE DIFFERENT?

- A **best in class behavioural method** framed in the language of your business and culture
- **Candidate experience** prioritised in interviews
- An approach that reduces **unconscious bias**
- A highly **robust yet flexible** assessment process
- Reports clearly linked to your **strategic goals**
- A **competitive price** point

The better you understand your people, the better you can align them to your strategy, allowing you to drive superior performance. At **Claridade**, we help provide clarity on exactly what you need from your people in critical roles. Then, through an assessment process built on empirical rigour, we will provide you with a clear picture of peoples' ability now and for the future. We do this through our intensive and robust **Behavioural Insights Assessment**. This is a deep dive, evidence based approach which provides a much more detailed picture of a persons' potential and strengths than traditional assessment interviews. On top of that, we leave the candidate with a great experience of the process regardless of the outcome – contributing positively to your brand reputation.



We focus on leaving the candidate with a great experience - contributing positively to the reputation of your brand. Our approach feels positive, developmental and energising regardless the outcome of the assessment.

We apply our assessment expertise at all organizational levels to support:

- Recruitment
- Promotion
- Culture change
- Talent development
- Diversity
- High potential identification
- Integration and M&A



A GREAT
CANDIDATE
EXPERIENCE



ROBUST AND
INSIGHTFUL
REPORTS



INSIGHTS ON
CURRENT AND
FUTURE TALENT



A HIGHLY
COMPETITIVE
PRICE POINT

BEHAVIOURAL INSIGHTS ASSESSMENT

£2500 per person

- A 3 hour, deep dive behavioural interview
- Exploring key success factors relative to a role but also broader insights beyond this (potential for growth, future roles, additional competencies etc.)
- Integration of other data points as required (e.g. personality tests, 360's etc.)
- A robust calibration, benchmarking and quality assurance process
- A detailed and tailored report

VIRTUAL ASSESSMENT

£2350 per person

- An assessment for the digital era - the Behavioural Insights Assessment delivered through online platforms
- Allows the process to be sped up, with no travel and less diary coordination
- More cost efficient, and often suits external candidates as they can fit this in around existing work commitments
- Easy to include candidates who are more remotely, or globally dispersed in a robust assessment approach

COMPETENCY BASED INTERVIEW

£1650 per person

- On average 1.5-2 hours per assessment
- Targets the specific competencies relative to the role
- Can also be used with online questionnaires and tests
- Can be helpful if large numbers are involved
- A robust calibration, benchmarking and quality assurance process
- Clear and focused reporting outputs

ASSESSMENT CENTRES

£16K per centre

12 people

- A variety of exercise options, off the shelf and bespoke
- A 'wash-up' session which involves debriefing the day, the candidates and their performance, and also calibrating and benchmarking scores
- A robust QA process
- Clear and focused reports

TOP AND TAILING

Review £5k
Reporting 7 – 20k

depending on level
of reporting /debrief

Strategic context review

- Understanding your business, strategy and objectives

Strategic insights reporting

By pulling together data across candidates and groups we can use aggregate reporting to feed back on:

- Culture change – progress against goals
- Strategy clarity – how successfully is this being cascaded
- Leadership bench-strength – for current or potential leaders
- Strengths and development areas across the organisation

Get in touch to discuss how Claridade can support your assessment process

▶ +353(0)851462512

▶ info@claridade.com

▶ www.claridade.com