

## 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

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## BEHAVIOURAL INSIGHTS ASSESSMENT

£2150 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

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## VIRTUAL ASSESSMENT

£2000 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

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## COMPETENCY BASED INTERVIEW

£1300 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

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## ASSESSMENT CENTRES

£14k 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

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## 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**

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