

## Recruitment and Talent Management Solutions

### Our Vision

At PRIMEXL we aim to be the partner of choice in the creation of better organisations and better lives.

### Our Values

We value:

- **Meaningful relationships**
- **Premium quality services**
- **Innovation** – we are always looking for ways to add more value to our clients
- **Accountability for our performance**

For more information about our suite of solutions, please contact:

#### PRIMEXL

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Successfully identifying the best people for your organisation and developing their potential is of paramount importance to your business' success. Whether developing senior managers or recruiting graduates, PRIMEXL in conjunction with the use of SHL tools can offer you an assessment solution that will help you get the right people in the right jobs. SHL is a leading provider of psychometric assessment tools and they have partnered with PRIMEXL to assist organisations resolve people challenges at all levels, across all sectors throughout the employee lifecycle.

#### **The *right* people in the *right* roles at the *right* time**

SHL's market leading assessment solutions measure ability, motivation and behavioural styles and are linked to a validated Universal Competency Framework™.

These solutions can help to lower the costs of HR processes and make more informed hiring decisions by incorporating high levels of objectivity and predictability into recruitment, development, succession planning and talent management decisions. This will enable you to:

- deal with large applicant pools quickly & efficiently
- integrate attraction, screening and assessment processes
- identify the best candidates for interview in a fraction of the normal time
- deliver increased objectivity through valid, unbiased and job relevant assessment 24/7
- reduce the risk of losing preferred candidates by making job offers quickly
- recognise key motivating factors
- manage change fairly and efficiently
- measure the potential of people to progress through the organisation
- identify and retain leaders

#### **An End-to-End Solution**

SHL's portfolio of assessments can be integrated into your recruitment, applicant tracking or talent management systems and can be applied to drive succession planning, performance management and external recruitment activity.

# Assessments

# PRIMEXL

Excelling People. Excelling Organisations.

SHL provides the scientifically validated assessment solutions that efficiently and objectively measure the quality of candidates and employees involved in the recruitment, development or talent management process.

As an SHL partner, PRIMEXL can work with your key people to identify the appropriate tool and implement a cost effective business solution to match your requirements.

## Resolving Business Challenges

A wide range of SHL assessment solutions can be used to resolve a variety of business challenges including:

### Volume Recruitment

SHL's range of sifting and short listing tools can be used early on in the recruitment process to reduce the number of applicants in a fair and standardised way. SHL tools make time and cost savings and improve both the quality and consistency of candidates getting to the face-to-face assessment stage.

### Improving customer service

SHL's easy-to-use questionnaire effectively measures a candidate's or employee's customer focus. It requires no formal training to use and is an effective solution for retail hires and call centre settings.

### Reducing Absenteeism

SHL's short selection stage questionnaire is an efficient solution for large, shift-based workforces and public sector organisations. It measures reliability and the likelihood of unauthorised absence from work.

### Increasing Performance and the SHL Universal Competency Framework™

SHL's development solutions may help in planning longer term career and/or shorter term development needs. They are essential to ensure your company identifies and retains its most talented employees.

### Safety in the workplace

SHL's objective measure of a candidate's accident proneness and likelihood of being involved in a work related accident is a proactive means of managing and minimising future accident related costs.

### Redeployment

SHL's personality and motivation questionnaires identify individuals necessary to a successful restructure or change initiative. They also help to manage and measure the formation and development of restructured teams.

## Snapshot of SHL Assessment Tools

| Ability<br>(verbal and numerical)                           | Personality                           | Motivation & Values              | Competencies                         | Career Management             |
|---|---------------------------------------|----------------------------------|--------------------------------------|-------------------------------|
| Advanced Managerial Tests                                   | OPQ32r                                | Motivation Questionnaire MQ      | SHL UCF TM                           | Career Pathfinder             |
| Management and graduate Item Bank                           | Customer Contact Styles Questionnaire | Corporate Culture Questionnaires | 360 degree feedback report           | Management Interest Inventory |
| Ability Screening Online                                    | Work styles Questionnaire             |                                  | Inventory of Management Competencies |                               |
| Critical Reasoning Test Battery                             | OPQ Manager                           |                                  |                                      |                               |
| Work Skills Series: transport, manual dexterity, production | OPQ Sales                             |                                  |                                      |                               |

For more information on how PRIMEXL's partnership with SHL can help you please contact us.