



VALUE ADD COMPANY

**AdamMilo** | India  
Elevating Your Human Factor

# TALENT ASSESSMENT SOLUTIONS

Has your organization spent time, money, and energy on recruiting and training new employees who either did not measure up or did not stay long enough in the organization?

Would you like to find employees who are just right for your organization, who will progress alongside your organization towards new personal and professional horizons?

Today, the combination of increased employee turnover, diminishing labor pools, and corporate risk management concerns, coupled with aggressive competition and rising expectations of the global marketplace, has heightened the need for effective Human Capital Development solutions. Indeed, a bad hiring decision may entail significant costs estimated at 20% to 200% of an employee's annual salary, depending on the position.

In this reality, VAC (Value Add Company) fulfills a real need for effective recruiting tools that ensure an optimal job fit between prospective employees and your organization. Enabling a knowledgeable recruiting process, these tools are the first essential step to forming a winning team.

## So how can you choose the most suitable candidates?

By letting professionals take much of the guesswork out of the equation and assist you. Alternatively, you could gamble with the future of your organization.

VAC specializes in assessing candidates' job fit for various positions and organizations, along with pre – promotion assessment processes for incumbents. With the conclusion of a professional occupational assessment, there is no need for guesswork and one can predict, with high probability, how a prospective employee will fair in his or her new position.

## Types of Assessment:

### Full Assessment

A full assessment comprises a comprehensive, in-depth assessment of all the parameters deemed necessary for a candidate's success on the job. This kind of assessment is especially advisable when running high chances of recruiting an unfit candidate, when the final candidates for a position are narrowed down to a small number, and when the position at hand is a complex or managerial position. Usually lasting between eight to nine hours and administered at our offices, a full assessment consists of a personal interview, computerized tests, pencil and paper tests, group dynamics, personal questionnaires, integrity tests and more. At the end of this process, the client is provided with a clear recommendation presented in a full, comprehensive report integrating all collected material and measurements. The report summarizes the candidate's profile and his or her fit to the position and the organization along with a clear recommendation specifying the degree in which the candidate is likely to succeed. In the event of several candidates undergoing a full assessment, we can provide a comparative report analyzing and comparing between candidates and recommending the fit candidate.

### Partial Assessment

The partial assessment is ideally designed for the initial screening of large volumes of candidates trying out for one position (such as in mass recruitments), as well as for checking the job fit of candidates for specific occupations, such as employees in call centers and sale centers. VAC tailors partial assessments according to relevant needs and positions. A partial assessment will usually include one or more of the following assessment tools:

- Assessment centers;
- Personal interviews;
- Computerized tests (personality tests, skills, etc.).

## Assessment for senior positions:

### How are candidates for senior positions assessed?

We have developed the VIP service for assessing candidates for senior positions.

The assessment of high-ranking employees requires utmost sensitivity and uncompromising discretion. Through our longstanding engagement in this field, we have developed a special expertise in assessing and recruiting candidates for senior positions.

A dedicated team meets the candidate in person, privately and confidentially. We offer the possibility to conduct the assessment at the candidate's premises, a hotel, or any other location – in Israel or overseas.

Our holistic, in-depth assessment day includes an evaluation of the candidate's stress management abilities, his or her ability to solve crises, cope with changes and more. We also offer the possibility of outdoor training as a means to evaluate candidates.

The Silver Ace model presents an additional means to guarantee the senior candidate about to enter his or her new position. The model is an efficient, innovative special tool offered to decision makers in an organization – both as a screening tool and as an empowering tool for managers on the job and upon assuming their positions.

Our renowned VIP service offered to candidates includes a personal assessor, lunch, a private room, a choice between undergoing testing in a hotel room or in any other location, and the possibility of receiving personal feedback at the end of the process.





Even a single unreliable employee can potentially cause your business  
**Irreparable Damage!**

- Our advanced software will minimize the recruitment of unreliable employees to the company
  - ✓ Sophisticated and innovative risk management tool for identifying candidates / employees posing internal threats and for loss prevention.
  - ✓ Detect risks of theft, bribery, violence, computer crimes and addiction (drugs, alcohol and gambling).
  - ✓ Validated since 2004 on over one million candidates globally.
  - ✓ Integrity test can be taken anywhere and measures loyalty and honesty.
- We are a Worldwide leading HR-Tech/Back Office solution provider, with more than 50 years of experience
  - ✓ Testing performed at the client's premises, enabling availability of immediate results.
  - ✓ A decision supporting tool that is suitable for the initial testing of the applicant's risk level.
  - ✓ One global objective and standardized method of measurement.
  - ✓ Clear quantitative results, allowing for easy comparison between applicants.

#### OUR CUSTOMERS

						
						
						

# MY CAREER EXPERT - AN OCCUPATIONAL TENDENCY SYSTEM

Choosing a career path is one of the most important choices we make in our lives. Our career is an essential part of our identity. We spend most of our time in studying and, when choose properly, it helps us to express ourselves in various ways. An adequacy between one's needs and expectations to his profession usually leads to a greater satisfaction in one's life, leading to greater career achievements in a wider point of view. Even though our career has such an impact over our lives, sometimes the decision about it is made without considering the various aspects relevant to it. When approaching a career counselor, the client usually seeks for a professional objective method to make the decision, and for this need the My Career Expert system is the key tool. My Career Expert is designed to support decision making by helping the individual gain knowledge and awareness regarding their occupational profile and helping the counselor with guiding them in this process. My Career Expert is based on leading theories in the field of career counseling, designed by us in 2006. It presents people dealing with career-related dilemmas with questions regarding their preferences in different occupational fields.

## In the process of career counseling there are two critical elements for choosing the right occupation and academic path:

- **Myself and my inner center** - my skills, my abilities, my interests and my occupational tendencies, which can be analyzed by the system.
- **The available information and my surrounding environment** - the professions, the academic courses and the dynamic and fast-changing employment market. With more than 50 years of experience and accumulated knowledge, we have developed the most high end technology. We use this technology to identify one's inner center and thus integrate it with his surrounding environment and available options.

## The Questionnaires

- "My Career Expert" questionnaire - divides all existing occupations according to personality traits needed and aims at detecting the individuals' occupational tendencies according to personality traits.

## The Output

After filling out the questionnaires, a summary report is automatically generated, describing the employment profile of the individual and provides the initial information needed for planning the next career steps. We assist you to make the right choice so that you Rise to Excellence.



# COVID-19 TEST

The corona eruption continuously harms the activities of many organizations around the world. Unfortunately, one employee can cause damage and send dozens of other workers who are around him to be isolated. How do you avoid it? Is there any way to monitor or identify the risk factors in advance?

VAC (Value Add Company) comes out with the first of its kind digital test, called Index. It is a dedicated questionnaire that helps detect Corona symptoms and protect against virus infection.

Upon completion of the questionnaire, which includes 15-20 questions, the assessee (and, if necessary, the organization that employs him) receives an indication of his/her personal risk level – as an indicator of his chances of contracting virus. The indicator is also presented in a simple and intuitive way, in the outline of a three-colour traffic light: Green indicates low risk, Orange indicates moderate risk, and red indicates high risk of infection. When an examiner receives a red indicator, he and the organization can choose to take follow-up steps – such as a medical examination or deepening the examination through questioning.

The benefits of using the C-index are great: Organizations can pre-locate high-risk employees, thus avoiding widespread downtime. Beyond that, just filling out the questionnaire helps increase employee awareness of the importance of adhering to Ministry of Health guidelines, while recognizing and avoiding potential risk factors.



# CAREGIVER, NANNY & DRIVER TEST

- The Veritas nursing and driver evaluation is aiming at helping organisations in mapping the risk areas and levels, for nursery jobs for people in helpless populations- babies, children, the elderly, people who need nursing care, people with disabilities, driver and so on.
- Now days, despite the importance of this occupation, and the significant potential in causing damage to helpless populations, nursing jobs are an occupation where training or professional certification aren't necessarily needed. Moreover, there is no regulation on the approval process of employees and hiring decisions are made based on partial and unsatisfying information.
- The Veritas evaluation for nursing jobs and driver jobs in helpless populations is designed to minimize the potential risk of the employee. When using it as a part of the recruitment process, it extracts the relevant and most honest information so that the organisation can locate those same applicants who are predicted to show low suitability to the job requirements.

## He Evaluated Parameters

- The evaluation includes attention to parameters from four critical criteria in nursery jobs:
  - Integrity and criminal tendencies in employment relations-
  - Credibility (including abnormal behavior in the aspect of consuming drugs and alcohol) violence tendencies, work safety, theft and sexual harassment.
  - Personality characteristics and functioning at work-
  - Responsible attitude, human relations, strength and stability, caring and keeping cool under pressure.
  - Style of emotional treatment
- A.** style of emotional treatment- the level in which the care is shown in giving emotional response to the patient.
- B.** Style of practical treatment- the level in which the care is shown in giving a response to the physical and operative needs of the patient.
- Professional Orientation-**
- The professional tendency of the applicant for nursing job, including motivation, willingness to put in effort, aspirations for specialization and development in the profession.
  - The evaluation includes a monitoring scale of "social desirability"- the measure in which the applicant shows an over-the-top positive impression in a way that is insincere.

## Evaluation Techniques

- The evaluation is completed through the internet, based on personal reports, and continues for about 40 minutes. It includes normative and factual questions. The question's structure allows the candidate to choose the most accurate answer for them and for the employer to receive the best and most reliable information.
- The evaluation is based on interrogation concept, easy to operate (on a computer, tablet, and cell phone) and includes closed answer questions. In the evaluation are used several techniques such as:
  1. Interactivity- the applicant is receiving feedback on his/her answers which helps leading him/her to the most honest answers.
  2. Adaptiveness- the questions order in the evaluation changes based on the applicants' answers, in order to receive the most information in the scales that require digging in.
  3. Monitoring inconsistency- locating contradictions and corrections in the applicants answers.
  4. Limiting reaction time- to enhance the honesty of the reply.
  5. Response times measurement- to locate scales that the applicant has complexities in.

## Evaluation Report

- The evaluation report is used as a decision supporting tool and shows a summary of the findings and mapping of the parameters according to three levels: high risk, medium risk and low risk.
- In addition, the report shows an elaboration of the risk level of the applicant in relation to each one of the parameters, including unusual and stand out answers in each scale, so that the employer can follow after the main answers that produce the risk level in each scale.
- The result report can be produced immediately at the end of the evaluation. It includes detailing of the subjects in which a thorough investigation is required. Furthermore, the report includes recommendations and examples of questions that are relevant to each of the parameters in check, and in relation to the applicants' specific answers.





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# THANK YOU!

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