

## Assess Systems Sponsors Latest Aberdeen Report on Assessment Best Practices

Study provides insights and strategies for current assessment use

DALLAS, May 13, 2011 – Assess Systems, a software and consulting firm providing talent assessment and leadership development solutions, has co-sponsored the new study from Aberdeen Group, “Assessments 2011: Selecting and Developing for the Future.”

The analyst firm surveyed over 640 organizations in the first quarter, including 516 organizations currently using assessments as part of their talent strategy. The various types, uses and impact of talent assessments are explored in the resulting comprehensive benchmark study.

The survey results show that best-in-class performing organizations share several common assessment practices, beginning with the establishment of a strong alignment between HR and key business strategies to clearly identify the critical competencies required to drive business results. Armed with this target, best-in-class organizations then use a variety of assessment types, appropriate to the decision point, to maximize the quality of their talent decisions.

Interestingly, an emerging trend is that best-in-class organizations are using assessments to not only understand the skills and traits an individual has today, but also their capacity to change, grow and adapt in the future as the business requires. This leads to a broader use of assessments across the employee lifecycle. This best-in-class group is 85 percent more likely to be able to correlate post-hire assessment results to ongoing performance, and 42 percent more likely to be able to tie ongoing performance back to pre-hire assessments. They also ranked “valid and reliable science” and “evidence of accuracy in predicting potential” first and second in importance when choosing a vendor.

“With this study, Aberdeen Group has identified critical and successful assessment practices across organizations,” said Diane Ianni, vice president of marketing and sales for Assess Systems. “The report is full of vital benchmarking data that organizations can use to determine strategic assessment use going forward.”

“There is no doubt that assessments are a powerful tool that organizations are using to help make better talent decisions,” said Mollie Lombardi, senior research analyst, human capital management with Aberdeen Group. “To help ensure that organizations have the talent needed for today and the future, employers are turning to assessments to deliver valuable data at all stages of the employee lifecycle.”

Aberdeen Group will provide the study without cost for a limited time at <http://www.aberdeen.com/link/sponsor.asp?spid=30412024&cid=6996>.

## About Assess Systems

Assess Systems is an innovative software and consulting firm providing talent selection and people development solutions including: competency modeling, selection process design, entry-level assessments, competency-based professional and managerial assessments, sales assessments, leadership development, 360 feedback, succession planning, and executive assessment and coaching. For more than 25 years, Assess Systems' organizational psychologists have assessed millions of people in a broad spectrum of industries and positions spanning 42 countries and supporting 16 languages. For additional information, please call 972-233-6055 or visit [www.assess-systems.com](http://www.assess-systems.com).

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