

Talent Assessment Solutions

Client Success Story Series #2



Volume Hiring

An Asian real estate company benefits from using more objective data to guide its graduate hiring decisions.

● The Client Challenge

Fresh graduates were seen as the key talent to deliver ongoing success for a large real estate company operating in China and HongKong. However, their campus assessment programme was slow, and relied heavily on multiple traditional interviews and subjective evaluations. The HRD was determined to introduce a more objective approach to improve decision quality.

● Our Solution



We first helped the client redesign their assessment programme, improving its efficiency.



3 psychometric tools were then added: GMA (for mental ability), GPS (for personality traits), and TD-12 (to identify potential derailer risks). A customized screening report was designed for the GPS, allowing the client to quickly identify the likely 'fit' between candidates and the target role.



The HR team were trained to run their new online tests and interpret the various computer-generated reports.

● Outcomes

After a successful pilot project, the client has run the upgraded assessment programme for the last 4 years, seeing improvements in hiring decision confidence, and a reduction in graduate turnover.