

## Shortcuts for using Competencies for hiring and developing talent

Companies have been using “Competencies” and ‘Competency models” for over 30 years now, which are widely seen as “best practice” and are used by most large companies as core models of performance – stating what behaviours are typically required to do well in the job. So, they are also used to guide candidate assessment in recruitment too. The problem is that only large companies tend to use them! But technology is changing that. The powerful online personality assessments can quickly build competency model, from which we can get richer data and insights that help you make quicker and fairer comparisons between people.

The online assessment powered by digital technology makes the competence model can be applied quickly and efficiently with limited resources. With limited time, cost and expertise, we recommend to use personality questionnaires to quickly build competence models.

- Predictive effect: Research shows that personality can predict job performance
- Online: online personality questionnaire, no limits of time and place
- Computer-generated reports: Reports are written in competency terms – no psychological language – so no special training is needed.
- Rapid deployment: based on off-the-shelf, existing models and competency libraries
- Useful information: Provide lots of useful data, allowing easy comparison between people
- Full customisation: Possible to fully customise, if desired

Contact us for the most efficient and effective talent assessment solutions!



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### China Select

Help companies make smarter hiring decisions by improving their talent assessment processes, tools, and skills.