

# Illustrait<sup>®</sup>

Get an accurate, targeted picture of each candidate's competency potential, based on their unique mix of behavioral traits and preferences.

### Measures:

- ✓ The competencies required for success in your organization's roles
- ✓ Behavioral traits and preferences that inform candidate onboarding, development, and team building

**Estimated Time:** Up to 10 minutes

## Quickly and accurately identify candidates with the potential to succeed in your organization

Select the competencies required for success in your unique roles using Illustrait's extensive competency framework. Illustrait then measures extent to which your candidates' workplace behavioral traits and preferences are aligned with those competencies.

Illustrait's advanced adaptive engine adjusts the assessment questions based on the candidate's previous answers. This gives you a hyper-targeted and highly job-relevant assessment in a simple and brief candidate experience.

### Competencies for over 900 O\*NET jobs

When you use Illustrait, we automatically identify the competencies required to perform in the job, using evidence-based recommendations derived from the O\*NET database<sup>1</sup>. Or if you prefer, you can tailor the competency selection to your unique requirements.

<sup>1</sup> O\*NET is the U.S. Department of Labor's jobs database

**Vince Sample**  
 Position: Sample Test Portfolio  
 Test Date: June 5, 2023  
 Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

Score Report

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**PERSONALITY TEST**  
Illustrait

Illustrait provides insights into an individual's competency potential in areas of specific relevance to a particular role. This information can be used in areas such as: recruitment and selection, development and coaching, and promotion decisions.

**Results Summary**

**69th Percentile**  
Average

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**Results Details**

Far Below Average

Below Average

Average

Above Average

Far Above Average

Selected Score Range

**Criteria Recommended Score Range**  
Suggested Range: 35-100

In Range

Vince's competency alignment was higher than 69 percent of the population. Higher competency scores indicate a greater likelihood of the candidate having personality traits and preferences that are aligned with the competency requirements of the job.

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**Competency Score Summary**

<p>Investigating, analyzing, and evaluating: <b>77</b></p> <p>Solving and improving: <b>78</b></p> <p>Cooperation and collaboration: <b>61</b></p> <p>Checking and monitoring: <b>37</b></p>	<p>Effective communication: <b>29</b></p> <p>Learning and self-development: <b>54</b></p> <p>Technological and scientific proficiency: <b>89</b></p> <p>Organizing and planning: <b>64</b></p>
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## Score Report Data That Helps You Drive Talent Success

Each report provides powerful information in an intuitive format. You don't need any special training or accreditation to understand and use the information effectively.

What you'll find:

- 1 Detailed information about the strengths and development opportunities each candidate brings for each competency
- 2 An overall indication of competency potential
- 3 Tailored interview questions based on each candidate's responses



Illustrait® is a much faster, targeted way to identify stellar candidates in around half the time of a traditional behavioral assessment.

- ✓ If you only want to assess the competencies required for a specific role, Illustrait can provide a valid, accurate assessment in less than 5 minutes.
- ✓ If you also want a full profile of each candidate to assist with onboarding, employee development, or team building, the assessment takes approximately 10 minutes.

## How does Illustrait® differ from other assessments?

### Designed for work

While other assessments ask candidates about their general personality, Illustrait focuses on the traits and preferences specifically associated with work behavior. This makes it more relevant to the work context and a better predictor of work behavior.

### A simple, brief, and rewarding candidate experience

Because Illustrait is an adaptive assessment, we can accurately and confidently measure each competency with a smaller number of questions, resulting in a shorter experience for your candidates. You can also choose to send your candidates valuable feedback about their strengths and how they can leverage them more effectively in their work life.

### Up-to-the-minute, robust psychometrics

Illustrait employs the most recent research and scoring mechanisms to provide a valid and reliable picture of each candidate. Our adaptive engine identifies candidates who may be trying to distort their responses and automatically adjusts the questions asked to ensure a more accurate profile.