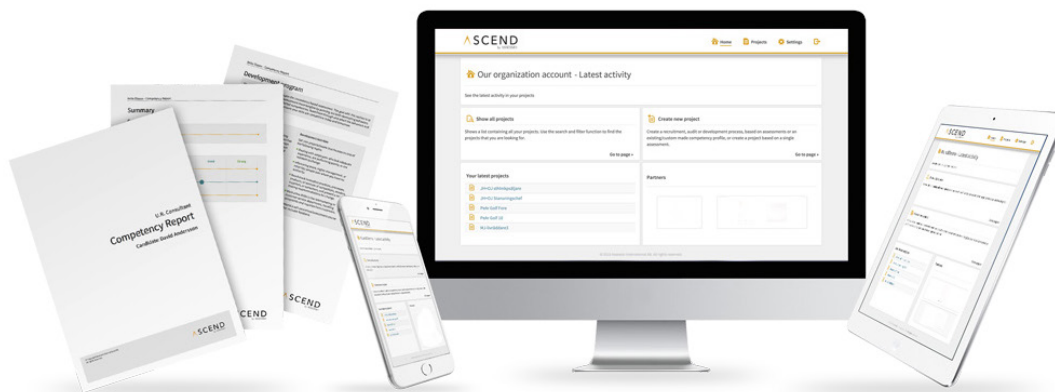


## FIXED-COST ONLINE SCREENING SOLUTIONS

- *HIRE MEASURABLY BETTER TALENT*
- *ASSESS FIRST, ASSESS LOTS*
- *UP TO 90% TIME SAVING*



ASCEND



## DATA YOU CAN TRUST

## INSIGHTS YOU CAN ACT ON &

## EFFECTS THAT CAN BE MEASURED

### UNCAPPED ASSESSMENTS

Discover Ascend, an evidence-based platform for screening, selection, analytics and data-driven HR. Ascend automates recruitment assessments and gives you access to better talent sooner, by allowing you to assess everyone first.

### WHY ASCEND?

1. **Improved efficiency:** Streamlined, automated recruitment that saves on time and costs
2. **Better decisions:** Scientific, objective insights that enable you to make the best decisions
3. **Better talent:** Hire the right person for the role, the first time around
4. **More success:** Improved performance of leadership, sales and teams
5. **Long-term value:** Database of talent insights and analytics as a strategic asset for your organisation
6. **Tailored support:** From internally run and autonomous to fully supported by HFMtalentindex

### ROI-FOCUSED SOLUTIONS

- From small-scale recruitment projects to high-volume uncapped assessments
- Based on over 60 years of experience, insights, research and technology
- Candidate screening and ranking based on competency role fit and/or cognitive ability
- Comprehensive reports for a thorough assessment of an individual's strengths and weaknesses, with detailed support for development.

## SCIENTIFIC RIGOUR

At the core of Ascend lie our scientifically validated assessment tools. The predictive insights gained from our instruments provide you with a reliable basis for objective and scientific decision-making.

## ASSESSMENT TOOLS

### ► Matrigma

**Measures General Mental Ability, predicts job performance**

Matrigma is a GMA test that predicts successful performance across all industries and for all levels of job complexity. The non-verbal and non-numerical format of the test ensures a wide application beyond cultural, educational and linguistic barriers.

### ► MAP

**Measures personality, predicts workplace behaviour**

MAP is a comprehensive personality questionnaire based on the Five Factor Model. It measures a wide range of individual characteristics and predicts behaviours critical for working life. MAP is used for recruitment, on-boarding, development, and career counselling.

### ► MAPX

**Measures risks and derailers, predicts counterproductive behaviour**

MAP-X identifies risk tendencies linked to personality that can lead to counterproductive behaviours at work. The tool identifies challenges that an individual may have and is used in both recruitment and development. MAP-X is based on the Five Factor Model and the MAP personality test.

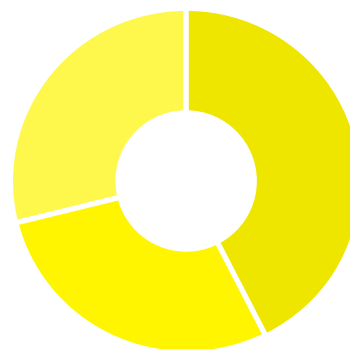
## COMPETENCY FRAMEWORK

With Ascend you can easily measure your candidates against the specific competency demands of any role in your organisation and see how well they fit the profile.

Build your own competency profiles in Ascend and see how well your candidates match your needs.

Not sure what a role requires? We will work with you to create the right profiles based on your expertise, our experience, as well as validated psychometric models.

### CUSTOMER SERVICE 34% MATCH



■ Customer-Centric (43%)  
■ Service Minded (29%)  
■ Good Communicator (29%)

Ascend's competency framework helps you make decisions based on the qualities and capacities that are desired for specific roles and your organisation. It provides you with a solid baseline for comparison and allows you to optimise your recruitment process over time, based on performance outcomes.

## ADMINISTRATION

Ascend is a user-friendly online platform that supports and streamlines your processes.

### REUSE TEST RESULTS

Sometimes you find a great candidate that doesn't fit the role they applied for. You may want to match their result against another role or against a different set of candidates. With Ascend you can easily transfer candidate scores between projects.

Ascend is one step ahead! The platform automatically suggests suitable candidates from your previous projects who fit your current competency profile.

### CANDIDATE FEEDBACK

Communicating with large numbers of candidates has never been this easy. Ascend allows you to optimise candidate experience by providing automatic online feedback.

### MULTI-ASSESSMENT PROJECTS

Stay organised. Structure your recruitment and programs into uniform, time efficient and transparent processes. If you are using several assessment tools you can arrange them in sequenced stages and automatise the administration.

### SEAMLESS AND SIMPLE

Are you currently using an applicant tracking system (ATS), a customised business application or a corporate interface? Not a problem. Ascend is designed to integrate seamlessly with your existing framework. Examples of our currently integrated partners are Aditro, Prepaired, Reachmee, Youcruit, Webcruiter and Zerolime.

## QUICK FACTS

- Fully scalable solutions
- Tests and reports available in up to 30 languages.
- Includes a competency framework, a profile library and interview guides
- High data security
- Easy to integrate

# ABOUT LUMENII TALENT PARTNERS

1. We **invest** in understanding you and your needs
2. We **partner** with you to transform your talent
3. We focus on rapid **results** and long-lasting value

The goal of Lumenii is to guide customers toward measurably better talent, with a focus on efficiency, accuracy, fairness and consistency. Our world-class online SaaS platform and assessments are designed to integrate objective data across the talent management lifecycle, from selection to succession planning. Our team of talent experts assist organisations to set their strategy, manage large-scale projects and develop their human capital.

## OUR SOLUTIONS



### SCREENING & SELECTION

- Get the right person in the right role, with significant time and cost savings.
- In-depth selection, high volume screening, leadership potential and Agility

### TALENT MANAGEMENT

- Ensure future resilience and close performance gaps for individuals and teams
- 360-degree feedback, teamsDNA, Learning Agility and development programmes



### STRATEGIC HR CONSULTING

- Team of specialist psychologists with local and international experience
- Change management, project management, strategy and workshops

Want to find out more about our talent solutions?

## BOOK A FREE, CUSTOMISED DEMO:



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www.lumenii.co.za

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