Selection Solutions
Better Talent Decisions through Assessment Technologies

If you’re interested in...
- Making the right talent decisions every time.
- Taking advantage of leading-edge technology and tools.
- Shortening time to productivity.

Read on to learn about solutions for hiring and promoting the best.
Whatever your business strategies, you must have the right people in the right jobs to be successful.
The most critical business decisions you can make: Decisions about your talent.

According to recent DDI/Economist research, talent decisions can make the difference between successfully executed business strategies and those that fall apart.

It's why thousands of organizations trust DDI to help them make over a million better talent decisions a year!

We offer some of the most advanced and validated selection tools in the world. But what our clients value the most—and have for 40 years running—is our ability to turn assessment data into talent insights: Insights about which candidates are most likely to excel in their new jobs. Insights about who to promote or place in key positions, and about who is likely to be highly engaged and stay longer. And insights about the quality of talent you have on board to meet your most-pressing business challenges—today and tomorrow.
DDI: The Best Company to Help You Select the Best People

COMPETENCY MANAGEMENT
Success Profiles™ are a comprehensive set of job analysis tools and competency modeling services that let you get to the right job profile.

PRE-EMPLOYMENT ASSESSMENTS
Pre-employment Tests assess factors critical to job success and identify top candidates. Our pre-employment tests help streamline the hiring process, identify potential for future growth, and increase the accuracy of your decisions.

Job Simulations reveal insights valuable for new roles by seeing how candidates would perform in real-world situations. They pinpoint candidates’ strengths and growth opportunities.

BEHAVIORAL INTERVIEWING
Targeted Selection® is the world’s leading behavioral interviewing system. It features a structured interviewing process your own trained interviewers use to interview confidently, gather better data, and facilitate legally defensible interviews.

ON-BOARDING
Strong Start® allows you to accelerate new hires’ time to productivity by giving leaders the skills they need to engage new hires and accelerate performance. Your new hires transition into their new job quickly and assimilate into the corporate culture.

Whether you’re selecting leaders, individual contributors, or executives, DDI’s selection toolbox helps organizations find the right system to reach their goals by efficiently driving external hiring and configuring solutions for the needs of an internal promotion process. These solutions are fully integrated to work with each other as a comprehensive suite, but can also effectively stand alone.
The DDI Difference

There are lots of reasons our clients choose to work with us—and why they stay with us year after year.

UNPARALLELED ACCURACY—You can count on DDI to improve the quality of your talent decisions. And we can prove it. We’ve conducted hundreds of validation studies that predict higher performance, productivity, engagement, and retention. But more important than our track record are the results we can deliver for you. We’ll move the bar on the metrics that matter the most to you.

SEAMLESS INTEGRATION—Tomorrow’s jobs are more demanding and complex than ever. It’s impossible for a single selection tool to cover every aspect of performance. DDI provides the most comprehensive range of assessment technologies, ensuring you’re covering all bases.

Our modular approach successfully allows you to plug one of our components into your existing selection process or integrate multiple components into a custom-built, efficient system. And, we have completed hundreds of integrations with the leading talent acquisition software providers.

TREATING CANDIDATES LIKE CUSTOMERS—Candidates who apply for jobs at your company currently are—or may be your future—customers. And, let’s face it, for many people assessment can be a high-anxiety experience. Every selection system we build is engaging, relevant, and fair. Everything your candidates see will incorporate your logos, brand, and company information. We train your hiring managers and recruiters to attract and “sell to” candidates, not just evaluate them. The result: favorable candidate reactions and a higher probability of landing the talent you really want.

RISK MITIGATION—Our selection tools and processes meet or exceed legal and professional standards. We start by ensuring everything we do is highly job related, bolstering defensibility and increasing candidates’ perception of fairness.

Most important, our selection methodologies are crafted and supported by some of the most renowned and knowledgeable experts in the world—experts who know legal and professional guidelines inside and out.

GOING GLOBAL—Need to hire IT professionals in 11 countries in six months? Assess hundreds of associates around the world to see if they really have what it takes to become a leader? We’ve done it. Our selection solutions have been used in over 80 countries!

Each of our tools is carefully designed and translated for multiple-location rollouts.

PARTNERSHIPS FOR TODAY & TOMORROW—Everyone says it. We mean it. Our clients prove it! But, it’s only what you think that counts. We insist you hold us accountable for a successful implementation, and include regular evaluations of our performance.

And, like almost all businesses, yours is likely in a state of change. That means changes in job requirements and roles, too. Our job is to make sure your selection system stays ahead of where the business is going. When you work with DDI, you join a community of experts who will keep you up to speed on best practices and thought leadership.
Beyond Competency Models: Defining Successful Performance

The golden rule of talent decisions: “If you don’t know what you’re looking for you’ll never find it.” It guides what DDI does. We were the first to help companies develop competency models for just about every position possible—from CEO’s to manufacturing team members, from nursing professionals to sales managers.

But, we’ve moved beyond “plain vanilla” competency modeling with our Success Profiles® approach. We start by defining your most critical business drivers—like opening new global markets, driving market share, or bolstering innovation. Only then do we custom-build your success profiles, taking a holistic view of job performance by pinpointing required skills/behaviors, experience, knowledge and, personal attributes.

That means you benefit from success profiles that are tightly linked to your business strategies, that mitigate legal risks, and that serve as the foundation for better talent decisions.
BEET E TALENT DECISIONS:
SALES/SALES MANAGEMENT

BUSINESS CASE:
Identifying sales potential before a hiring decision is often a challenge for leaders. It’s hard to know who is most likely to meet and exceed sales goals. Using pre-employment assessments designed specifically for sales talent, DDI clients have been able to more effectively predict candidate performance in the role.

THE OUTCOME:
Candidates who score high on our assessments are:
165% more likely to achieve sales goals.
152% more likely to close sales.
165% more likely to generate sales leads.
Pre-Employment Tests: Efficient and Accurate Screening
DDI offers a full spectrum of pre-employment tests to quickly, cost-effectively, and accurately evaluate candidates. Our tests give you a clear picture of who is most likely to succeed across a wide range of critical job factors, levels, and positions. Plus, our comprehensive candidate and management reports and analytics help you turn test scores into data you can use to make the right employment and promotion decisions, guide development, and identify critical talent gaps. DDI’s pre-employment tests cover four categories:

- **Career Batteries**—DDI’s Career Batteries are designed to screen candidates in three core areas: judgment and decision-making proficiency, workplace personality/disposition and background experience. Our Career Batteries are role-specific, targeting the personal attributes required for success in entry level jobs involving manufacturing/logistics, sales, service, professional and leadership responsibilities. Career Batteries are particularly quick to administer, making them ideal for high-volume screening.

- **Insight Inventories**—DDI’s Insight Inventories take testing to another level by not only measuring judgment and experience, but also by probing deeper into attributes that predict workplace performance in more demanding jobs. The Insight Inventories are designed for jobs that require complex interactions with people and a desire to understand a candidate’s personality in more detail. Insight Inventories can be used for candidate screening and can be paired with behavioral information to guide development. DDI’s insight inventories are available for leadership, sales, and professional roles.

- **Adaptive Reasoning Test® (ART)**—Developed in partnership with Procter & Gamble, the ART uses culturally neutral items to gauge learning and reasoning capability. Designed for proctored or un-proctored administration, the new adaptive testing technology behind the ART enables an efficient candidate experience, precise ability measurement, and the highest-level of test security. The ART is particularly useful for any job requiring the ability to quickly learn new information and manage high job complexity.

- **Skill and Knowledge Tests**—Our highly accurate tests are the perfect solution for verifying candidate competence in critical skill and knowledge areas. With our partners, First Advantage® and Ramsay Corporation, we offer over 800 tests covering a wide range of skills and knowledge areas related to fields such as IT, accounting and finance, and clerical positions.
Behavioral Interviewing: From “Gut Instinct” to Intelligent Decisions

Often copied but never replicated, DDI’s Targeted Selection® provides a highly accurate, consistent, and structured approach to interviewing. Targeted Selection®’s behavioral approach includes training hiring managers and recruiters to collect candidate information for the full success profile—differentiating candidates on knowledge, experience, competencies, and motivation. In addition, Targeted Selection® picks up where most other programs leave off by giving hiring managers and recruiters the skills to integrate data across multiple interviewers to arrive at the best decisions.

Targeted Selection® interviewer training can be delivered in a classroom format (using your trainers or ours) or through a web-based blended-learning approach. Our accompanying Targeted Selection Access® software enables you to create and distribute your own custom interview guides, and to streamline your data integration and decision-making processes.
BETTER TALENT DECISIONS:

HEALTH CARE

BUSINESS CASE:
Collaboration, communication, and teamwork. Today’s health care providers must focus on these behaviors to ensure successful clinical outcomes. Selecting the right talent—regardless of role—is critical for health care organizations to improve patient safety, patient satisfaction, and quality of care.

THE OUTCOME:
Providers who have partnered with DDI to identify exceptional talent have found that candidates who score high on our pre-hire assessments are:

183% more likely to contribute to patient satisfaction.
148% more likely to excel at safety intervention.
97% more likely to stay with the organization.
43% more likely to demonstrate superior judgment.
Simulation-Based Assessment: The Next Best Thing to Being There

Want to see if a candidate can sell?
Watch him in a sales call.

Want to see if a new leader can develop talent?
Watch her in a coaching discussion.

Want to see if applicants for a manufacturing job have high attention to detail?
Observe those applicants as they complete an assembly process.

DDI’s simulations make it all possible, allowing you to see firsthand how a candidate would perform if placed in a new role. In addition, our simulations give candidates a realistic preview of critical job requirements so they come into the role with accurate expectations. When the cost of failure is high or when the position is critical to the success of the business, job simulations add a significantly higher degree of selection accuracy and risk mitigation.

We offer a full range of individual simulations or fully integrated “day-in-the-life” assessment centers covering jobs from manufacturing team member to frontline manager to CEO and everything in between. We make simulation administration easy and efficient. Depending on the job or role, our simulations can be delivered through our virtual web-enabled platforms, over the phone, and/or in person.
**BETTER TALENT DECISIONS: MANUFACTURING**

**BUSINESS CASE:**
Increased competition has put considerable pressure on manufacturers to drive continuous improvement, commitment to quality, and teamwork. This means that every team member and leader hired must have a passion for continuous process improvement and safety orientation.

**THE OUTCOME:**
Manufacturers who have partnered with DDI to identify exceptional talent have realized remarkable efficiency in their hiring processes. They are able to quickly identify top candidates through the use of pre-hire assessments. Our research found that high-scorers are:

- **115% more** likely to excel in safety awareness.
- **103% more** likely to excel in quality orientation.
- **105% more** likely to meet productivity goals.
- **31% more** job candidates accept the job if offered.
The Technology to Drive Better Talent Decisions

DDI’s Talent Portal Administrator (TPA) is a simple, easy to use participant management console for DDI assessment, simulation, and 360° applications. The TPA provides a powerful tool for configuring:

- User roles/rights
- Multi-step participant workflows
- Communications
- Reports

The TPA can be integrated with your in-house applicant tracking system/HRIS or used as a standalone application. Whether implementing a single test or more complex workflows encompassing multiple assessment instruments, the TPA provides the ability to efficiently configure access, manage processes, and track results associated with assessment processes.

On-Boarding: Accelerating Time to Productivity

You’ve made the best selection decision. Now your challenge is to speed up time to productivity. We drive faster on-boarding in two ways. First, every assessment from DDI—from tests to simulations—provides candidate-specific developmental recommendations. Second, DDI’s Strong Start® approach provides new hires and their managers with the tools to effectively transition into the new job. The impact: accelerated productivity, higher new employee engagement, and a reduced risk of early career turnover.

Make Your First Better Talent Decision

Start your organization on the path to making better talent decisions today. Learn more about our full arsenal of powerful, accurate solutions for hiring, promoting, assessing, and developing the best talent. Visit www.ddiworld.com or call 1-800-933-4463 today!
** BETTER TALENT DECISIONS: LEADERS **

** BUSINESS CASE: **
Because frontline leaders are seen as the foundation for an organization’s success, accurate diagnosis of skills and development opportunities early in the frontline leader selection process can prevent headaches down the road.

** THE OUTCOME: **
Organizations that partnered with DDI to identify leadership capability experienced significant positive results. High scorers in our assessments are:

- **350% more** likely than low scorers to have lower direct report turnover.
- **109% more** likely than low scorers to excel at leadership and collaboration.
- **112% more** likely to excel overall in their position.
- **127% more** likely to have above-average job performance.
ABOUT DEVELOPMENT DIMENSIONS INTERNATIONAL:
For over 40 years, DDI has helped the most successful companies around the world close the gap between where their businesses need to go and the talent required to take them there.

Our areas of expertise span every level, from individual contributors to the executive suite:
- Success Profile Management
- Selection & Assessment
- Leadership & Workforce Development
- Succession Management
- Performance Management

DDI’s comprehensive, yet practical approach to talent management starts by ensuring a close connection of our solutions to your business strategies, and ends only when we produce the results you require.

You’ll find that DDI is an essential partner wherever you are on your journey to building extraordinary talent.

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