

CEB GARTNER PRE EMPLOYMENT ASSESSMENT

****UNDERSTANDING THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT: A GUIDE FOR CANDIDATES AND EMPLOYERS****

CEB GARTNER PRE EMPLOYMENT ASSESSMENT HAS BECOME A CRUCIAL PART OF THE HIRING PROCESS FOR MANY ORGANIZATIONS SEEKING TO MAKE INFORMED, DATA-DRIVEN DECISIONS WHEN SELECTING TALENT. AS COMPETITION IN THE JOB MARKET INTENSIFIES, COMPANIES ARE TURNING TO SOPHISTICATED EVALUATION TOOLS LIKE THOSE PROVIDED BY CEB (NOW PART OF GARTNER) TO ACCURATELY GAUGE CANDIDATES' SKILLS, COGNITIVE ABILITIES, AND CULTURAL FIT BEFORE MAKING FINAL HIRING DECISIONS. THIS ARTICLE WILL DELVE INTO WHAT THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT ENTAILS, WHY IT'S VALUABLE, HOW CANDIDATES CAN PREPARE, AND WHAT EMPLOYERS GAIN FROM USING THESE ASSESSMENTS.

WHAT IS THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT?

THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT IS A SUITE OF EVALUATION TOOLS DESIGNED TO HELP EMPLOYERS PREDICT JOB PERFORMANCE AND EMPLOYEE SUCCESS WITH GREATER ACCURACY. ORIGINALLY DEVELOPED BY CEB (CORPORATE EXECUTIVE BOARD), WHICH WAS ACQUIRED BY GARTNER, THESE ASSESSMENTS COMBINE BEHAVIORAL SCIENCE WITH DATA ANALYTICS TO PROVIDE INSIGHTS INTO A CANDIDATE'S ABILITIES, PERSONALITY TRAITS, AND POTENTIAL FIT WITHIN A COMPANY'S CULTURE.

UNLIKE TRADITIONAL INTERVIEWS OR RESUME SCREENINGS, THESE ASSESSMENTS ARE STRUCTURED, STANDARDIZED, AND SCIENTIFICALLY VALIDATED, REDUCING BIASES AND SUBJECTIVE JUDGMENTS. THEY OFTEN INCLUDE VARIOUS MODULES SUCH AS COGNITIVE ABILITY TESTS, SITUATIONAL JUDGMENT TESTS, PERSONALITY INVENTORIES, AND SKILLS ASSESSMENTS, TAILORED TO THE SPECIFIC ROLE AND INDUSTRY.

WHY COMPANIES USE CEB GARTNER ASSESSMENTS

ORGANIZATIONS LEVERAGE THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT FOR SEVERAL REASONS:

- ****IMPROVED HIRING ACCURACY:**** BY USING DATA-DRIVEN INSIGHTS, COMPANIES CAN BETTER PREDICT WHICH CANDIDATES WILL PERFORM WELL AND STAY LONGER.
- ****REDUCED TURNOVER:**** SELECTING CANDIDATES WHO ARE A GOOD CULTURAL AND JOB FIT HELPS REDUCE COSTLY EMPLOYEE TURNOVER.
- ****EFFICIENCY AND SCALABILITY:**** AUTOMATED ASSESSMENTS STREAMLINE THE SCREENING PROCESS, SAVING TIME AND RESOURCES, ESPECIALLY WHEN DEALING WITH A HIGH VOLUME OF APPLICANTS.
- ****OBJECTIVE EVALUATION:**** STANDARDIZED TESTING MINIMIZES UNCONSCIOUS BIAS IN HIRING DECISIONS.
- ****CUSTOMIZED SOLUTIONS:**** GARTNER TAILORS ASSESSMENTS TO ALIGN WITH ORGANIZATIONAL VALUES, COMPETENCIES, AND JOB REQUIREMENTS.

COMPONENTS OF THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT

THE ASSESSMENT IS TYPICALLY MULTI-FACETED, COMBINING SEVERAL ELEMENTS THAT TOGETHER PROVIDE A HOLISTIC PICTURE OF A CANDIDATE'S SUITABILITY.

COGNITIVE ABILITY TESTS

THESE TESTS EVALUATE GENERAL MENTAL CAPABILITIES LIKE PROBLEM-SOLVING, NUMERICAL REASONING, VERBAL COMPREHENSION, AND LOGICAL THINKING. COGNITIVE ABILITY IS ONE OF THE STRONGEST PREDICTORS OF JOB PERFORMANCE ACROSS VARIOUS INDUSTRIES AND ROLES.

SITUATIONAL JUDGMENT TESTS (SJTs)

SJTs PRESENT HYPOTHETICAL, JOB-RELATED SCENARIOS WHERE CANDIDATES MUST CHOOSE OR RANK RESPONSES. THESE TESTS ASSESS DECISION-MAKING SKILLS, INTERPERSONAL JUDGMENT, AND HOW APPLICANTS MIGHT BEHAVE IN REAL WORK SITUATIONS.

PERSONALITY ASSESSMENTS

PERSONALITY INVENTORIES MEASURE TRAITS SUCH AS CONSCIENTIOUSNESS, OPENNESS, EMOTIONAL STABILITY, AND AGREEABLENESS. UNDERSTANDING PERSONALITY HELPS EMPLOYERS DETERMINE CULTURAL FIT AND POTENTIAL BEHAVIOR ON THE JOB, WHICH CAN INFLUENCE TEAMWORK AND LEADERSHIP.

SKILLS AND KNOWLEDGE TESTS

DEPENDING ON THE ROLE, ASSESSMENTS MAY INCLUDE TECHNICAL SKILLS TESTS OR JOB-SPECIFIC KNOWLEDGE EVALUATIONS TO CONFIRM CANDIDATES POSSESS THE NECESSARY EXPERTISE.

HOW CANDIDATES CAN PREPARE FOR THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT

IF YOU'RE APPROACHING A JOB APPLICATION THAT INCLUDES A CEB GARTNER PRE EMPLOYMENT ASSESSMENT, PREPARATION CAN SIGNIFICANTLY BOOST YOUR CONFIDENCE AND PERFORMANCE.

FAMILIARIZE YOURSELF WITH THE TEST FORMAT

UNDERSTANDING THE TYPES OF QUESTIONS YOU'LL ENCOUNTER—WHETHER NUMERICAL PROBLEMS, SITUATIONAL JUDGMENTS, OR PERSONALITY STATEMENTS—HELPS REDUCE SURPRISES ON TEST DAY. MANY ONLINE PLATFORMS OFFER PRACTICE TESTS SIMILAR IN STYLE.

PRACTICE COGNITIVE AND REASONING SKILLS

ENGAGE IN EXERCISES THAT ENHANCE YOUR CRITICAL THINKING, LOGIC PUZZLES, AND NUMERICAL REASONING. REGULAR PRACTICE NOT ONLY SHARPENS YOUR SKILLS BUT ALSO IMPROVES SPEED AND ACCURACY.

BE AUTHENTIC IN PERSONALITY TESTS

WHILE IT MAY BE TEMPTING TO ANSWER BASED ON WHAT YOU THINK THE EMPLOYER WANTS, HONESTY IS CRUCIAL. THESE TESTS ARE DESIGNED TO DETECT INCONSISTENCIES, AND BEING GENUINE ENSURES THE BEST MATCH BETWEEN YOUR PERSONALITY AND THE ROLE.

UNDERSTAND THE JOB ROLE AND COMPANY CULTURE

RESEARCHING THE COMPANY AND THE JOB DESCRIPTION HELPS YOU ANTICIPATE THE QUALITIES AND COMPETENCIES THE ASSESSMENT MIGHT TARGET. THIS INSIGHT ALLOWS YOU TO ALIGN YOUR RESPONSES AND APPROACH ACCORDINGLY.

BENEFITS OF USING CEB GARTNER PRE EMPLOYMENT ASSESSMENTS FOR EMPLOYERS

IMPLEMENTING THESE ASSESSMENTS OFFERS SEVERAL STRATEGIC ADVANTAGES TO ORGANIZATIONS LOOKING TO REFINE THEIR HIRING PROCESSES.

DATA-DRIVEN HIRING DECISIONS

THE ASSESSMENTS PROVIDE OBJECTIVE DATA POINTS BEYOND RESUMES AND INTERVIEWS, ENABLING RECRUITERS TO MAKE EVIDENCE-BASED SELECTIONS THAT IMPROVE LONG-TERM EMPLOYEE SUCCESS.

ENHANCES DIVERSITY AND INCLUSION

BY MINIMIZING SUBJECTIVE BIASES, STRUCTURED ASSESSMENTS HELP CREATE A MORE DIVERSE WORKFORCE BY FOCUSING ON SKILLS AND POTENTIAL RATHER THAN BACKGROUND OR PERSONAL CONNECTIONS.

STREAMLINES RECRUITMENT WORKFLOW

AUTOMATED SCORING AND REPORTING FEATURES SAVE TIME FOR HR TEAMS, ALLOWING THEM TO FOCUS ON HIGH-POTENTIAL CANDIDATES RATHER THAN SIFTING THROUGH LARGE APPLICANT POOLS.

IDENTIFIES HIGH-POTENTIAL TALENT

BEYOND ENTRY-LEVEL SCREENING, SOME ASSESSMENTS HELP IDENTIFY CANDIDATES WITH LEADERSHIP POTENTIAL, ENABLING BETTER SUCCESSION PLANNING AND TALENT DEVELOPMENT.

COMMON MISCONCEPTIONS ABOUT THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT

DESPITE THEIR GROWING POPULARITY, SOME MYTHS SURROUND THESE ASSESSMENTS THAT CAN CAUSE UNNECESSARY WORRY OR MISUNDERSTANDING.

“IT’S JUST ANOTHER TEST TO FAIL”

THE GOAL ISN’T TO “PASS” OR “FAIL” BUT TO UNDERSTAND FIT. THESE ASSESSMENTS ARE TOOLS TO MATCH STRENGTHS AND PREFERENCES WITH JOB DEMANDS, NOT HURDLES TO TRIP YOU UP.

“PERSONALITY TESTS ARE INVASIVE”

WHILE PERSONALITY ASSESSMENTS ASK PERSONAL QUESTIONS, THEY FOCUS ON BEHAVIORAL TENDENCIES RELEVANT TO WORK ENVIRONMENTS, NOT PRIVATE OR SENSITIVE INFORMATION.

“ONLY CANDIDATES WITH CERTAIN BACKGROUNDS CAN SUCCEED”

THESE TESTS ARE DESIGNED TO BE FAIR AND VALID ACROSS DIVERSE CANDIDATE POOLS. PREPARATION AND A GENUINE APPROACH ARE KEY FACTORS IN PERFORMING WELL.

INTEGRATING CEB GARTNER ASSESSMENTS INTO YOUR HIRING STRATEGY

FOR ORGANIZATIONS CONSIDERING ADDING OR EXPANDING THE USE OF PRE EMPLOYMENT ASSESSMENTS, INTEGRATING CEB GARTNER'S SOLUTIONS CAN BE TRANSFORMATIVE.

ALIGN ASSESSMENTS WITH JOB COMPETENCIES

START BY CLEARLY DEFINING THE COMPETENCIES AND TRAITS CRITICAL FOR SUCCESS IN EACH ROLE, THEN SELECT ASSESSMENT MODULES THAT MEASURE THESE QUALITIES.

TRAIN HIRING MANAGERS

ENSURE THOSE INVOLVED IN HIRING UNDERSTAND HOW TO INTERPRET ASSESSMENT RESULTS AND COMBINE THEM WITH INTERVIEWS AND REFERENCES FOR HOLISTIC EVALUATIONS.

COMMUNICATE TRANSPARENTLY WITH CANDIDATES

EXPLAIN THE PURPOSE AND PROCESS OF THE ASSESSMENTS TO APPLICANTS TO REDUCE ANXIETY, INCREASE ENGAGEMENT, AND DEMONSTRATE A COMMITMENT TO FAIR HIRING.

FINAL THOUGHTS ON THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT

THE SHIFT TOWARDS DATA-BACKED HIRING STRATEGIES MARKS A SIGNIFICANT EVOLUTION IN THE RECRUITMENT LANDSCAPE. THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT STANDS OUT AS A COMPREHENSIVE, SCIENTIFICALLY VALIDATED APPROACH THAT BENEFITS BOTH EMPLOYERS AND CANDIDATES. FOR JOB SEEKERS, UNDERSTANDING AND PREPARING FOR THESE ASSESSMENTS CAN OPEN DOORS TO NEW OPPORTUNITIES BY SHOWCASING STRENGTHS BEYOND TRADITIONAL RESUMES. FOR ORGANIZATIONS, LEVERAGING THESE TOOLS MEANS MAKING SMARTER, FAIRER, AND MORE EFFICIENT HIRING DECISIONS THAT CONTRIBUTE TO LONG-TERM SUCCESS.

IN A WORLD WHERE TALENT IS A CRITICAL COMPETITIVE ADVANTAGE, EMBRACING EFFECTIVE ASSESSMENT TOOLS LIKE THOSE OFFERED BY GARTNER CAN TRULY MAKE A DIFFERENCE IN BUILDING A WORKFORCE POISED FOR GROWTH AND INNOVATION.

FREQUENTLY ASKED QUESTIONS

WHAT IS THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT?

THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT IS A TESTING TOOL DESIGNED TO EVALUATE CANDIDATES' SKILLS, COGNITIVE ABILITIES, AND BEHAVIORAL TRAITS TO HELP EMPLOYERS MAKE INFORMED HIRING DECISIONS.

How does the CEB Gartner Pre Employment Assessment work?

It typically involves a series of online tests that measure various competencies such as critical thinking, problem-solving, and job-related skills, tailored to the specific role.

What types of skills are assessed in the CEB Gartner Pre Employment Assessment?

The assessment evaluates cognitive abilities, technical skills, personality traits, and situational judgment to determine a candidate's suitability for a position.

Is the CEB Gartner Pre Employment Assessment used globally?

Yes, CEB Gartner assessments are widely used by organizations around the world to standardize hiring processes and improve talent acquisition.

How can candidates prepare for the CEB Gartner Pre Employment Assessment?

Candidates can prepare by practicing cognitive and situational judgment tests, reviewing job-specific skills, and familiarizing themselves with the test format.

Are the results of the CEB Gartner Pre Employment Assessment reliable?

Yes, the assessments are scientifically validated to provide reliable and objective insights into a candidate's abilities and potential.

Can employers customize the CEB Gartner Pre Employment Assessment?

Employers can customize the assessment to focus on specific skills and competencies relevant to their job openings and organizational needs.

How long does the CEB Gartner Pre Employment Assessment usually take?

The duration varies depending on the assessment type but typically ranges from 30 to 90 minutes.

What industries commonly use the CEB Gartner Pre Employment Assessment?

Industries such as finance, technology, healthcare, and retail often use these assessments to enhance their recruitment processes.

Is the CEB Gartner Pre Employment Assessment accessible for remote candidates?

Yes, the assessment is usually administered online, making it accessible for remote candidates to complete from any location.

Additional Resources

CEB Gartner Pre Employment Assessment: An In-Depth Review of Its Impact on Talent Acquisition

CEB Gartner Pre Employment Assessment has emerged as a significant tool in the realm of talent acquisition,

GAINING TRACTION AMONG HR PROFESSIONALS AND RECRUITERS AIMING TO ENHANCE THEIR HIRING PROCESSES. AS ORGANIZATIONS INCREASINGLY SEEK DATA-DRIVEN METHODS TO EVALUATE CANDIDATES, THE OFFERINGS UNDER THE CEB GARTNER UMBRELLA—including pre-employment assessments—have drawn attention for their promise to deliver predictive insights into candidate suitability. This article explores the intricacies of the CEB Gartner pre-employment assessment, its features, practical applications, and how it fits within the broader landscape of recruitment technology.

UNDERSTANDING CEB GARTNER PRE EMPLOYMENT ASSESSMENT

CEB, now a part of Gartner following a notable acquisition, has specialized in providing research and advisory solutions tailored to corporate functions, including human resources. Their pre-employment assessments are designed to streamline hiring by evaluating candidates on various competencies, cognitive abilities, and behavioral traits. Unlike generic aptitude tests, CEB Gartner assessments integrate decades of research and benchmarking data to predict job performance and cultural fit with greater accuracy.

The core advantage of these assessments lies in their ability to reduce bias and subjectivity during recruitment. By leveraging scientifically validated tools, organizations can move beyond resumes and interviews alone, focusing instead on measurable indicators of future success. This methodology aligns with Gartner's overall mission of equipping businesses with actionable intelligence, thus positioning the CEB Gartner pre-employment assessment as a valuable asset in strategic workforce planning.

FEATURES AND CAPABILITIES OF CEB GARTNER ASSESSMENTS

The CEB Gartner pre-employment assessment suite typically encompasses multiple test modules tailored to different job roles and industries. Key features include:

- **COGNITIVE ABILITY TESTING:** Measures reasoning, problem-solving skills, and learning agility, which are critical for predicting on-the-job performance.
- **BEHAVIORAL ASSESSMENTS:** Evaluates personality traits and work style preferences to determine cultural fit and potential team dynamics.
- **SITUATIONAL JUDGMENT TESTS (SJT):** Presents real-world job scenarios to assess decision-making and interpersonal skills under pressure.
- **CUSTOMIZED BENCHMARKING:** Uses proprietary data to tailor assessments according to specific organizational needs, ensuring relevance and predictive validity.
- **INTEGRATION WITH APPLICANT TRACKING SYSTEMS (ATS):** Facilitates seamless administration and result analysis within existing recruitment workflows.

This multi-dimensional approach allows recruiters to construct a comprehensive candidate profile, enabling better-informed hiring decisions.

COMPARATIVE ANALYSIS: CEB GARTNER VS. OTHER PRE-EMPLOYMENT ASSESSMENTS

In a market saturated with various pre-employment testing solutions—from tools like SHL, Criteria Corp, to HireVue—CEB Gartner differentiates itself through its research-backed rigor and integration with extensive workforce analytics. While many platforms offer cognitive or personality tests independently, CEB Gartner's holistic framework combines these facets with empirical benchmarks drawn from thousands of jobholders across

INDUSTRIES.

ONE NOTABLE STRENGTH IS THE PLATFORM'S EMPHASIS ON PREDICTIVE VALIDITY, WHICH HAS BEEN SUPPORTED BY STUDIES INDICATING A CORRELATION BETWEEN ASSESSMENT SCORES AND ACTUAL JOB PERFORMANCE METRICS. ADDITIONALLY, THE CUSTOMIZATION OPTIONS AVAILABLE THROUGH GARTNER'S ADVISORY SERVICES HELP ORGANIZATIONS TAILOR ASSESSMENTS TO EVOLVING TALENT REQUIREMENTS, A FEATURE THAT NOT ALL COMPETITORS PROVIDE AT THIS SCALE.

HOWEVER, SOME CRITIQUES HIGHLIGHT THAT CEB GARTNER'S SOLUTIONS MAY COME AT A HIGHER PRICE POINT, POTENTIALLY LIMITING ACCESSIBILITY FOR SMALLER ENTERPRISES OR STARTUPS. FURTHERMORE, THE COMPLEXITY OF INTERPRETING ASSESSMENT RESULTS MIGHT REQUIRE DEDICATED HR EXPERTISE OR EXTERNAL CONSULTANCY, ADDING LAYERS TO THE IMPLEMENTATION PROCESS.

PRACTICAL APPLICATIONS AND IMPACT ON RECRUITMENT

THE ADOPTION OF CEB GARTNER PRE EMPLOYMENT ASSESSMENTS CAN SIGNIFICANTLY TRANSFORM THE RECRUITMENT LANDSCAPE BY INTRODUCING OBJECTIVITY AND CONSISTENCY. COMPANIES DEPLOYING THESE ASSESSMENTS REPORT SEVERAL BENEFITS:

- **ENHANCED CANDIDATE SCREENING:** AUTOMATED SCORING AND STANDARDIZED EVALUATIONS REDUCE HUMAN ERROR AND UNCONSCIOUS BIAS.
- **IMPROVED QUALITY OF HIRE:** DATA-DRIVEN INSIGHTS IDENTIFY CANDIDATES WITH THE HIGHEST POTENTIAL, LOWERING TURNOVER RATES AND INCREASING PRODUCTIVITY.
- **STREAMLINED HIRING PROCESSES:** INTEGRATION WITH ATS AND DIGITAL PLATFORMS ACCELERATES CANDIDATE EVALUATION TIMELINES.
- **STRATEGIC WORKFORCE PLANNING:** AGGREGATED ASSESSMENT DATA SUPPORTS LONG-TERM TALENT MANAGEMENT AND SUCCESSION PLANNING STRATEGIES.

ON THE FLIP SIDE, SOME ORGANIZATIONS EXPRESS CONCERNS ABOUT OVER-RELIANCE ON ASSESSMENTS, ADVOCATING FOR A BALANCED APPROACH THAT INCORPORATES HUMAN JUDGMENT, INTERVIEWS, AND REFERENCE CHECKS. THE ETHICAL CONSIDERATIONS OF CANDIDATE PRIVACY AND DATA SECURITY ALSO REMAIN PARAMOUNT, NECESSITATING COMPLIANCE WITH REGULATIONS SUCH AS GDPR AND EEOC GUIDELINES.

IMPLEMENTATION CHALLENGES AND CONSIDERATIONS

ADOPTING THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT SYSTEM ENTAILS SEVERAL LOGISTICAL AND STRATEGIC CONSIDERATIONS:

1. **CUSTOMIZATION NEEDS:** ORGANIZATIONS MUST INVEST TIME IN ALIGNING ASSESSMENT PARAMETERS WITH ACTUAL JOB COMPETENCIES TO ENSURE RELEVANCE.
2. **TRAINING AND SUPPORT:** HR TEAMS REQUIRE ADEQUATE TRAINING TO INTERPRET RESULTS CORRECTLY AND LEVERAGE INSIGHTS EFFECTIVELY.
3. **CANDIDATE EXPERIENCE:** BALANCING THOROUGH ASSESSMENTS WITH CANDIDATE ENGAGEMENT IS CRUCIAL TO AVOID DETERRING TOP TALENT.
4. **COST IMPLICATIONS:** BUDGET CONSTRAINTS MAY INFLUENCE THE DEPTH AND BREADTH OF ASSESSMENT DEPLOYMENT.

ADDRESSING THESE CHALLENGES PROACTIVELY ENHANCES THE LIKELIHOOD OF SUCCESSFUL INTEGRATION AND MAXIMIZES THE RETURN ON INVESTMENT.

FUTURE TRENDS AND THE EVOLUTION OF PRE-EMPLOYMENT ASSESSMENTS

LOOKING AHEAD, THE LANDSCAPE OF PRE-EMPLOYMENT TESTING—including solutions like CEB GARTNER'S—is poised for continued innovation. ADVANCES IN ARTIFICIAL INTELLIGENCE AND MACHINE LEARNING ARE EXPECTED TO REFINE PREDICTIVE ANALYTICS, ENABLING EVEN MORE NUANCED CANDIDATE PROFILING. ADDITIONALLY, THE GROWING EMPHASIS ON DIVERSITY, EQUITY, AND INCLUSION IS DRIVING THE DEVELOPMENT OF ASSESSMENTS THAT MINIMIZE BIAS AND PROMOTE FAIRNESS.

CEB GARTNER'S ONGOING RESEARCH AND ADVISORY CAPABILITIES POSITION IT WELL TO ADAPT TO THESE TRENDS, OFFERING CLIENTS UPDATED TOOLS THAT REFLECT EVOLVING WORKFORCE DYNAMICS AND REGULATORY ENVIRONMENTS. FURTHERMORE, THE INTEGRATION OF VIDEO INTERVIEWING, GAMIFICATION, AND REAL-TIME ANALYTICS MAY BECOME STANDARD FEATURES, ENHANCING BOTH ASSESSMENT ACCURACY AND CANDIDATE ENGAGEMENT.

WHILE NO ASSESSMENT TOOL CAN GUARANTEE PERFECT HIRING OUTCOMES, THE CEB GARTNER PRE EMPLOYMENT ASSESSMENT REPRESENTS A SOPHISTICATED, RESEARCH-INFORMED APPROACH THAT CONTINUES TO INFLUENCE HIRING BEST PRACTICES GLOBALLY. EMPLOYERS SEEKING TO LEVERAGE EVIDENCE-BASED METHODS TO BUILD RESILIENT AND HIGH-PERFORMING TEAMS INCREASINGLY VIEW SUCH ASSESSMENTS AS INDISPENSABLE COMPONENTS OF THEIR RECRUITMENT STRATEGY.

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