

Odyssey[®]
talent management



- ❖ Combining over 40 years of psychological test development expertise with cutting edge technological advancements in gamification, artificial intelligence, machine learning and predictive modelling.
- ❖ Gamified, smartphone-enabled assessment solution for candidate volumes of any size.
- ❖ Proprietary heuristics model ensuring that candidates being assessed remotely are unable to engage in a range of activities that would give them an unfair advantage over other candidates.

- ❖ Identify high potential employees regardless of literacy or education levels.
- ❖ Ideal pre-hire solution for bursary and graduate recruitment, learnership identification or other high-volume contexts.
- ❖ Remotely assess work readiness, learning potential and trainability.

Introducing Odyssey

The introduction of psychologically proven gamification processes has changed the face of recruitment around the world. Experiencing the assessment process as a series of games makes candidates more engaged, and there is no need to rely on literacy or education levels.

Odyssey Talent Management is an assesstech company that combines over 40 years of psychological expertise with the latest innovations in gamification, artificial intelligence, machine learning and other psychometric assessment advancements. We have fused several complex disciplines in designing assessment solutions and systems that address key challenges prevalent in the high-volume pre-hire assessment industry, and when trying to identify talent in pools of entry level candidates.

Whilst our solutions utilise the latest global developments and technologies, and are used in many different markets, we believe that we are also ideally suited to emerging economies, where many people are unable to find employment through the normal recruitment and selection channels.

The Odyssey solution is the only entry level, high volume solution we are aware of that has been built on a comprehensive competence framework. Thus, we do not only rely on limited skills or constructs and we have focused on ensuring that the Odyssey solution is not just a catalogue of assessments or games we randomly add together based on what is available. Rather, deep thought has gone into each assessment included in the battery and the development thereof.

The Odyssey system incorporates a range of assessments and technologies which make it an ideal high volume recruitment solution for organisations that employ cashiers, packers, pickers, learners, call centre agents, and other semi-skilled workers. When applied correctly it is also especially effective in high volume initiatives such as graduate recruitment.

Odyssey can be used to level the playing fields when it comes to formal literacy and education levels. Unlike other assessment tools – which assume a base level of learning in each candidate – Odyssey consists of a series of gamified assessments and experiences that identify talent and potential, regardless of any previous formal training.

We believe that we can impact society by assisting the youth and the unemployed to showcase their potential and secure formal employment. If used correctly, our solutions can also assist our candidates to understand where their unique strengths and development areas are that, if addressed, will assist them to become more marketable, and better able to secure formal employment in the future.

Never miss a high potential candidate again

So often recruiters overlook entry level candidates or graduates with very little work experience simply because the assessments they administer require a more advanced level of literacy or education than the job requires.

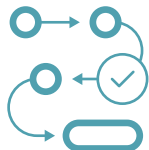
Odyssey uses an online, gamified assessment process to measure the only real skills employees need to successfully navigate the work demands of entry level positions, or graduate roles, where little work experience is required.

These include:



Problem solving

Can the person display elementary problem solving and dynamically find a solution when no clear guidance is provided?



Instruction assimilation

Can the person assimilate and execute work processes?



English literacy

Vocabulary, spelling and sentence construction.



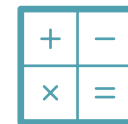
Trainability

How fast will the employee respond to on-the-job training?



Clerical accuracy

Accurate execution of clerical data capture tasks.



Numerical literacy

Addition, multiplication and division.



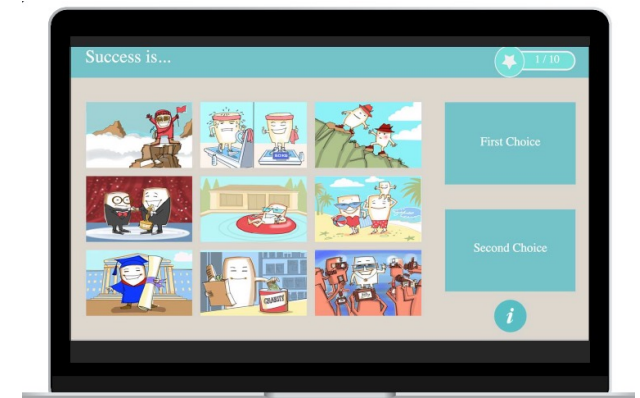
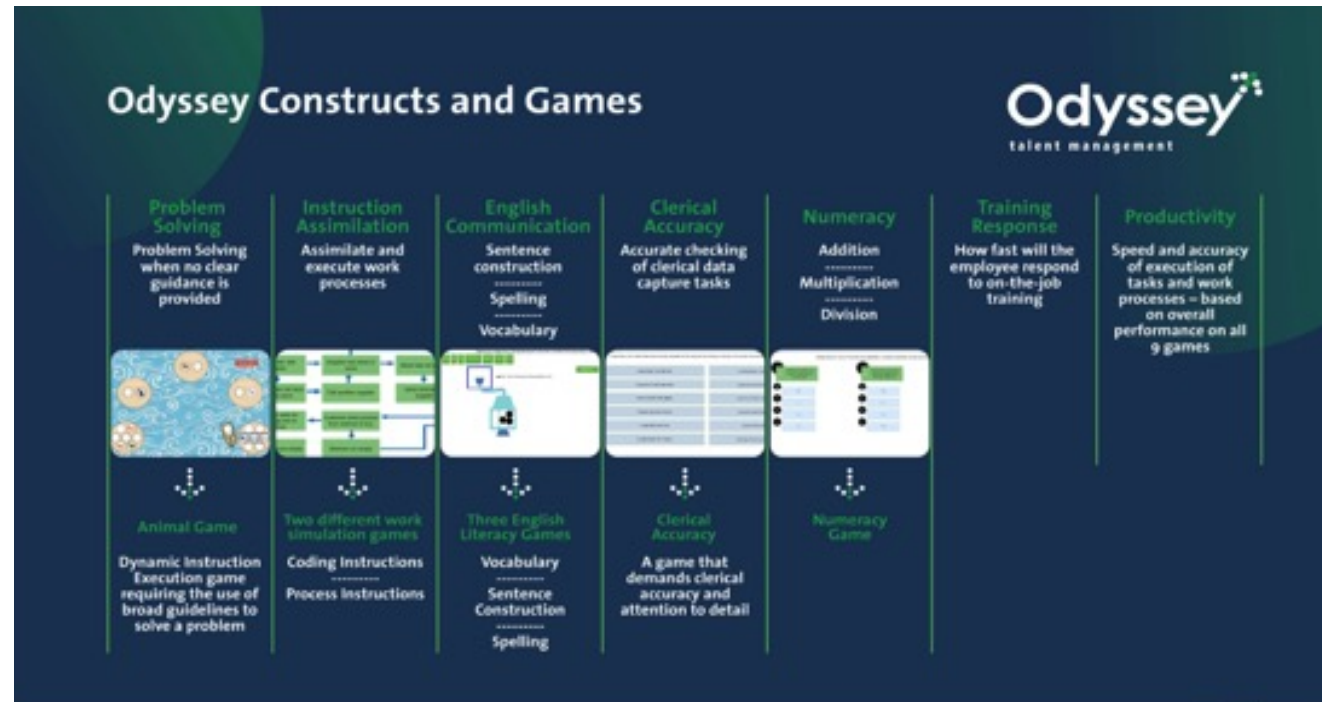
Productivity

Accurate and fast execution of tasks and work processes.

The Odyssey system screens candidates early in the recruitment process, rather than using assessment as a last hurdle.

It has a range of personality and behavioural assessments that, when combined with our AI engine and advanced predictive modelling, will allow candidates to not only demonstrate their ability to problem solve, learn, and work independently, but to display their affinity to the nature of jobs that they are applying to. This is done through the utilisation of proprietary algorithms, matching candidates to the work expected of them, thereby enhancing a candidate's chance to not only secure employment, but to thrive and reach their full potential.

In partnership with Astra Constantine, Odyssey also distributes the Dynamic Risk Assessment, a non-verbal, gamified assessment which identifies counter-productive work behaviour. This can be used to diagnose other personality, values or emotional drivers that can limit a candidate's ability to reach their full potential. It can also be deployed to predict deviant behaviour at work (such as theft, rule-breaking, abscondment, etc).



The Odyssey system includes a range of other diagnostic instruments that can add value to any high-volume scenario. This includes Video Interviews, pre-screening questions and technical assessment modules.

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Embark on an epic voyage

As its name suggests, Odyssey is not just an assessment solution. It is an epic voyage of discovery and learning, assisting candidates to embark on their career journey while providing recruiters with insights into each individual's capabilities and potential.

Work your way through the games

The Odyssey system comprises a series of user-friendly games, each of which provides insight into a different dimension of talent or potential.

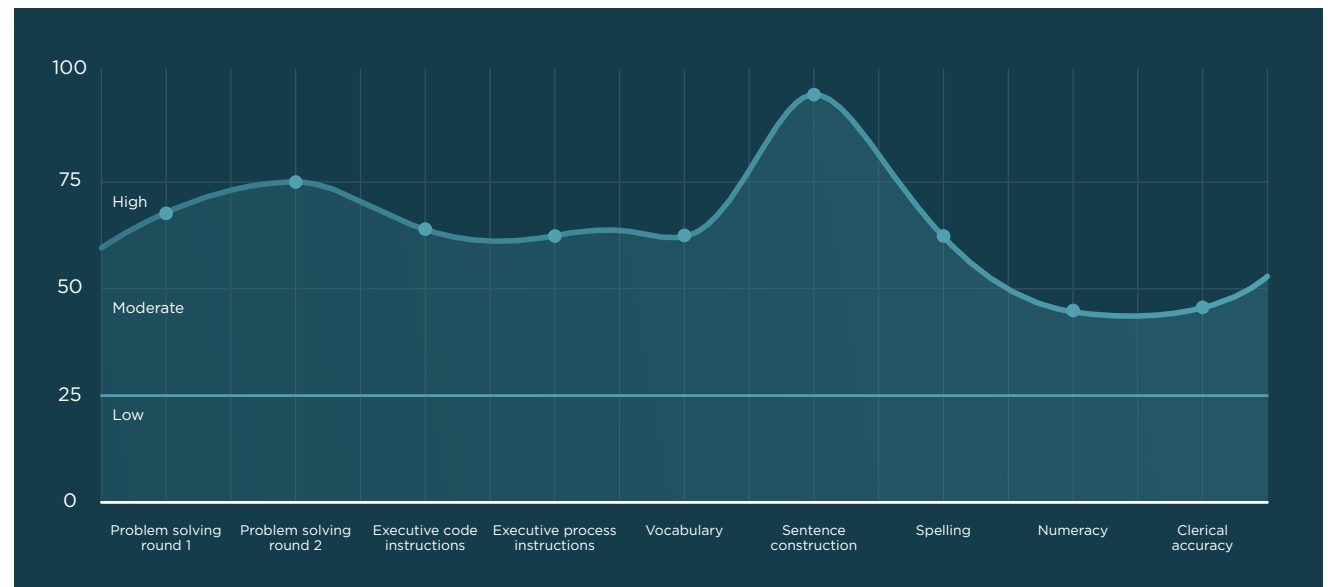
An element of fun has also been introduced to put candidates at ease and make the process a whole lot more enjoyable and less threatening.

Professional reporting

Once the candidate has completed the Odyssey journey, the recruiter is left with an accurate assessment of his or her skill levels per dimension measured, as well as an overall score and learning potential score. We also indicate whether or not we would recommend the candidate for employment, using our predictive modelling capability and AI engine.

We have successfully assessed thousands of candidates in several countries.

Skill Results



Odyssey is where you are

Assessments are mobile-enabled and can be completed on any smart-device. We have worked hard to ensure that our solutions require limited bandwidth, which means that they can be completed in any location, even in remote areas with limited data coverage.

Odyssey is available in two solutions

❖ 01

Odyssey Trainability

This is our basic flagship product. It assesses candidates against a clear skills matrix that demonstrates work readiness and trainability.

❖ 02

Odyssey Job Match

This is a more complex version of the Odyssey product. It combines all 9 games that form part of the Odyssey 5.0 solution with our licensed work-style and interests questionnaires (Work Orientation Scale and Work-Type Orientation Scale).

Simple sign-up process

Signing up for Odyssey is incredibly easy. All we need are a few basic pieces of information and two hours of your time for training, either face-to-face or remote.

Flexible costing

No matter how big or small your business is, Odyssey has a flexible costing solution to fit your exact needs.

Experience Odyssey for yourself

Odyssey is available right now. It is the ideal tool for pre-selection, whether you're testing 10 or 1 000 candidates - or even more.



51 Wessels Road
Rivonia
Johannesburg
Gauteng

011 803 8703

 odysseytalent.co.za