

Evalex Scenario Assessments (ESA)



With over 40 years of industry experience, Evallex delivers extensive assessment, talent management and leadership development solutions to identify and realise people potential. We are pioneers in using Artificial Intelligence (AI) in our systems, data, and research, and we have used this expertise and a strong client partnering focus to develop our solutions. These solutions integrate into an ecosystem that provides our clients with reliable and valid information to enable sound talent decision-making.

Evalex differentiates itself through:



An assessment solution with high predictive validity backed by strong research data.



A range of assessments on single platform for easy participant access and completion.



Cloud based technology that provides for fast, cost effective and efficient assessment administration and integrated reporting for development, selection and talent decisions.



Integration of psychometric constructs to provide holistic information on position fit.

Dynamic and interactive cloud based development portal for participants and Evallex Optics platform for data analytics.

More often than not, when assessment are done at junior and middle leadership levels, there tends to be a focus on the use of Psychometrics only at the expense of an evaluation of leadership behaviour through simulations due to cost and time pressures. With our access to cutting-edge technology and experience in the development of simulations, we have created customised Leadership Scenarios that can be configured more specifically to various roles and organisational requirements. Our Evallex Scenario Assessment (ESA) approach provides our clients with the opportunity to select and use assessments at a more focused level, relevant to the inherent or more 'technical' leadership requirements of the role and/or the organisation.

The Evallex Scenario Assessments allow for the flexible selection of 5 Scenarios assessment exercises. Each Scenario only take 24 minutes to complete. The below table provides some examples of potential Scenario combinations:

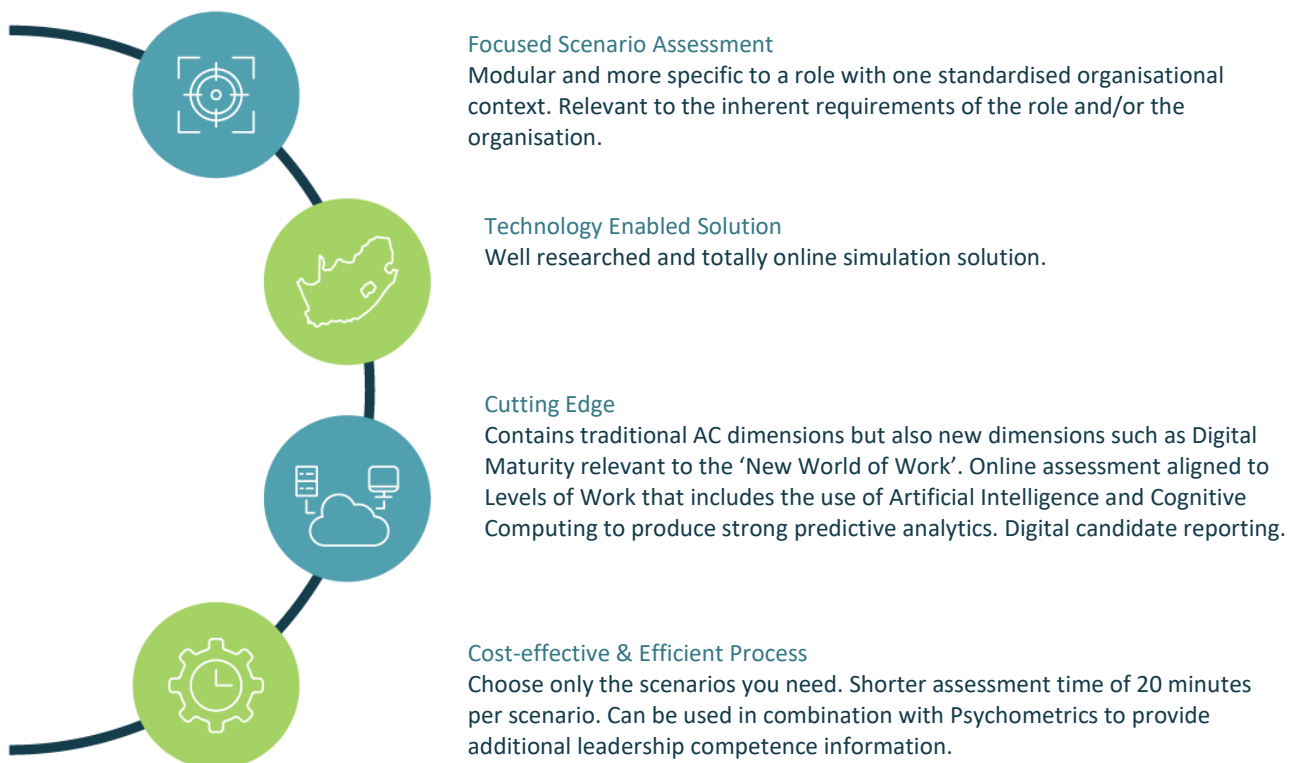
Example ESA Mapping to Roles						
Job Family	Role Type	Client	Finance	Operations	People	Sales
Finance	Manager Specialist		✓ ✓	○	✓	
Operations	Manager Specialist	○	✓ ○	✓ ✓	✓	
HR	Manager Specialist		○ ○	○	✓ ✓	
Client	Manager Specialist	✓ ✓	○	○	✓	
Sales	Manager Specialist		○	○	✓	✓ ✓
✓	Suggested Minimum					
○	Optional based on the nature or complexity of the role					

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The Evalalex Scenario Assessments can be done independently or combined with our cloud-based psychometric questionnaires (Evalalex20). The combination of the simulations and psychometrics provide high predictive validity in identifying an individual's ideal level of leadership functioning; crucial for cost effective and accurate recruitment, development and talent management decisions.

Key differentiators of our Evalalex Scenario Assessments



For more information, please contact us on enquiries@evalalex.com