RightChoice System Components

Product and Language Offerings	How does each product help the hiring manager?	Key Decision Makers	Target Jobs	Ratings	Report Information	# of Questions	Type of Test	Platform
Success Predictor • **U.S.** • **U.S. Multi-Line** • **Canada English** • **Canada French (2022)**	Identify candidates' success potential through bio-data validity Best in **Screening** phase of Candidate Journey.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates who do their own prospecting and sell at least some life insurance; Inexperienced Advisors	Standard Values • Proceed (8-10) • Proceed with Caution (4-7) • Not at this Time (1-3) Likelihood of Success Scores: • Below Average • Average • Above Average Likelihood to Move Forward Scores: • Not likely • Moderately likely • Very likely	Reports can be: • Alpha only • Numeric only • Combination of alpha & numeric	+/- 40 depending on branching	Bio-data assessment "How likely is it that this candidate will be a success in this industry?" "At this point in time"? "Can they do they job"? 10-15 minutes to complete No time limit Selection Process Stage: Initial	Talogy
Sales Persona • **US** • **Canada**	Reveal candidates' sales personality makeups and unique motivators. Identifies the approach the candidate is most likely to use in different work situations. Best in **Screening** phase of Candidate Journey.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates; Inexperienced Advisors	Standard Values • Low (1-3) • Moderate (4-7) • High (8-10)	Persona Elements • Drive • Openness • Authenticity	52	Personality assessment "Will they do the job"? 10 – 15 minutes to complete No time limit	Talogy
Learning Styles • **U.S.** • **Canada**	Understand and leverage each candidate's primary learning style Best in **Selection** phase of Candidate Journey.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Wide variety of positions	Preferred Learning Style • Active • Practical • Theoretical • Active/Practical • Active/Theoretical • Practical/Theoretical • Equal Blend	The recruiter report shows lists of workplace behaviors/preferences and lists of potential "Red Flags" for each learning style.	31	10 – 15 minutes to complete No time limit	Talogy
CareerView • **U.S.** • **Canada**	Uncover candidates' work style preferences, motivators, concerns and expectations in order for hiring managers to provide a realistic preview of the career and to evaluate appropriate fit Best in **Selection** phase of Candidate Journey.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates; Inexperienced Advisors	• WorkStyles & Motivators - numeric scale: 1-not important to 5-extremely important • Concerns – numeric scale: 1-not at all concerned to 4-very concerned • Expectations – alpha output of multiple choice selections	• Workstyles Interview Questions • Motivators Interview Questions • Concerns Interview Questions • Expectations Interview Questions	47	10-15 minutes (dependent on # of sections) No time limit	Talogy

Performance Skills Index (PSI) • U.S.	Identify people with cognitive skills needed to succeed as sales or service representatives and pass exams on the first attempt Best in **Screening** phase of Candidate Journey.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates that require licensing; Inexperienced Advisors that require licensing	Standard Values • Low (1-3) • Moderate (4-7) • High (8-10) Report displays: • Overall rating 1-10 • Math component 1-10 • Verbal component 1-10	State Insurance Exams: • Life & Health: 1-100% • Property & Casualty: 1-100% FINRA Exams: • SIE: 1-100% • Series 7: 1-100% NASAA Exams: • Series 63: 1-100%	45	Generally speaking, people who have higher learning ability will perform better on exams requiring knowledge and understanding of complex material. Timed: 45 minutes	Talogy
CollaboRate • U.S. • Canada	Identify candidates' preference for collaborative work. Plus, what is the candidate's Work Style – including the actual approach they take to get the job done.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates; Inexperienced Advisors	Overall 1 (Solo Practice) - 10 (Collaborative Practice)	1 out of 10: • Tolerance • Team Orientation • Cooperation • Adaptability • Interdependence • Self-Disclosure · Trust	45	10-15 minutes to complete. No time limit	Talogy
LeaderPersona • US • Canada	Evaluates candidate's likely effectiveness in functions such as recruiting, selecting, training, coaching, and managing producers and staff.	Heads of Recruiting, Selection & Distribution Management and Heads of Human Resources who are responsible for recruiting and selecting the next generation of field sales talent.	Commission financial sales associates; Field sales or leader roles that include functions such as recruiting, selection, etc.; Inexperienced Advisors	Standard Values • Low (1-3) • Moderate (4-7) • High (8-10)	Leadership Prediction • Belief in Self • Leadership Ability • Focused • Flexible • Interpersonal Orientation • Innovative • Amiable • Organized	63	10 – 15 minutes to complete No time limit	Talogy

Home Office Assessments

Product and Language Offerings	How does each product help the hiring manager?	Key Decision Makers	Target Jobs	Ratings	Report Information	# of Questions	Type of Test	Platform
LOMASelect Entry Level US and some tests in French	Assess cognitive and soft skills to predict performance success in a variety of financial services jobs. Custom test batteries based on competencies in the job. Companies complete a Job Profiler to determine test batteries.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Home Office or admin/support roles in field offices. Any position that is support or professional but does not supervise others. Organizations can identify the best candidates for a wide range of positions, including general administration, customer service, insurance underwriting, and claims.	Overall Status - Qualified/Not Qualified. Typical cut scores are 40%, 30%, 20%. Companies can also choose to have bands (3-5) with wording that is customized. For example, Highly Recommended, Recommended, Not Recommened.	Overall status, score, bar graph shows battery score in relation to the industry percentile. Dimension Report shows dimension band scores based on 1-5 scales. Text description for each dimension based on how candidate scored.	Depends on specific test combinations Each test is timed. Overall testing time is from 1 hour to 1hour and 30 minutes based on test selection.	Multiple-choice Cognitive and Biodata/Personal attributes. Cognitive Competencies include Reading, Applied Business Math, Language Skills, Analytical Skills, Problem Solving, Planning and Organizing, Ability to Deal with Complexity Personal Attributes: Dependability, Flexibility, Self-management, Interpersonal Communication, Developing and Maintaining Relationships, Continuous Learning Orientation, Leadership Skills	GATE
REPeValuator English, Spanish, Bilingual	Assess hands-on skills and provide a realistic preview of contact center work A job simulation that predicts call center job performance. Candidates assume the role of a call center rep and encounter a variety of situations — from simple to complicated — and a variety of simulated customers that are concise or confused, cheerful or angry.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Call center jobs. Service or Service with soft sales options.	Overall Status - Recommended/Recommended with Reservations/Not Recommended or just Recommended/Not Recommended depending on customer needs. Typical cut scores are 40%, 30%, 20%.	Overall status, Competency results that shows dimension/competency band scores based on a 1-5 scale. Custom Interaction Summaries section shows the text summary that the candidates enter at the end of each call. There is an interpretation section at the end of this section with behavioral anchors. The last section displays same interview questions to further probe into the candidate's abilities related to the competencies assessed with REPeValuator.	There are four scenarios. Two are text chat and two are voice. Takes 30 minutes to an hour to complete.	The REPeValuator is a Call Center Simulation multi-media test designed to assess the skills required to be successful working in a contact center. It provides a realistic job preview and gives participants an opportunity to "test-drive" the call center agent job. The REPeValuator tests for the following competencies: Providing Accurate Information, Managing Customer Relations, Managing Call Time, Keyboarding Speed and Accuracy, and Multitasking	GATE
Performance Skills Index for Contact Centers	Identify people who are adaptable to change, learn quickly, and pass professional licensing (L&H, 6, 7, 63, 66, P&C)	Financial Services contacts include HR Directors, VP's, Business Lines: Contact Centers	Financial services representatives in contact centers	Overall results 1-10, Low, Moderate, High. Math and Verbal Component scores 1-10, Low, Moderate, High.	Expected Job Performance probabilities in Learning and Comprehension, Speed and Flexibility, Performance in Training	45 questions with 45 minute time limit.	Cognitive test with math and verbal questions.	GATE
	Learning Styles can be added at the end of the test. Identifies the individual's preferred learning style.				Learning Styles (Optional) guide with preferred learning styles, development information, and interview questions.	Learning Styles has 31 items and no time limit.	There are 31 statements that the candidate indicates agreement.	
Personality Styles Profile	Identify an individual's "selling style" for selection and development purposes and their potential for success	Home office or Financial Services contacts include HR Directors, VP's, Business Lines: Contact Centers	Contact center positions that have a selling component	Personality Profiles: Dynamic, Analytic, Interpersonal, Dynamic/Analytic, Dynamic/Interpersonal, Analytic/Interpersonal, Equal Blend	Each report includes a recruiting and selection guide comprising interview questions for "red flagged" sales behaviors and a coaching and management guide.	120 questions	Measures key personality components such as Achievement Orientation, Self Confidence, Leadership, Persuasiveness, Persistence, and Concern for Others	GATE
Worker of the Future	Identify candidates who have what it takes to navigate the changing nature of work Tools to identify and train the employee of the future.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Applicable job titles include, but are not limited to, claims adjusters, policy processing, underwriting, and sales agents.	Overall Status - Highly Recommended/Recommended /Not Recommended. Typical cut scores are 40%, 30%, 20%.	Overall status, Competency results that shows dimension/competency band scores based on a 1-5 scale.	Less than 30 minutes.	Multiple-choice test that assesses Critical Thinking and complex problem solving, Adaptability, Continuous Learning Orientation, Team Orientation, Innovative Thinking, and Emotional Intelligence.	GATE

ASSET	Hire or promote individuals who have strong management potential Job Profiler process to determine if ASSET is appropriate for the jobs.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Front-line managers or supervisors. Jobs that supervise other managers are not included.	Overall score between 1 - 23. Status is determined by cut score chosen by company. Typically around 13 or 14.	Band scores between 1-9 are listed for the 11 dimensions. Descriptions of candidate's performance is listed for each dimension. One-the-Job activities document as it relates to each dimension is available for development purposes.	The ASSET Battery contains the Situation Management (47 items with 25 minute time limit), Decision Effectiveness (math test with 21 items and 25 minutes time limit), and Background Information Inventory (98 items with 30 minute time limit).	Questions related to the following dimensions: Building a Relationship with Immediate Superior, Building Relationships with Other Supervisors, Handling Employee Problems, Interpersonal Skills, Leadership, Planning and Organizing, Problem Analysis, Self-Confidence, Understanding Responsibility for Success and Failure, Valuing Employee Participation, Work Habits	GATE
SkilTrak	Hire individuals skilled in reading and writing emails and text chat, assess their keyboarding and data entry skills	Contact Centers	Contact Center agents that require advanced electronic communication skills	Measures speed and accuracy and words per minute. Email composition section is automatically scored by computer (AI) and measures completeness, accuracy, grammar, organization, spelling, and tone.	The report shows minimum passing scores and a graph of where the candidate scored into relation to the minimum. The graphs displays the participant's scores on each exercise on a scale ranging from low to high. These graphs not only represent the participant's scores, but also indicate the participant's likelihood of success when performing similar activities on the job. Data Entry: Accuracy and Average Time Per Order. Typing/Keyboarding Section: Words per minute, accuracy %, adjusted words per minute (WPMxAccuracy). E-mail Composition: Accuracy %, average response time per email.	Three sections that can be used: Data Entry (5 minutes maximum), Typing Speed and Accuracy (5 minutes maximum), and Chat/E-mail Composition (20 minutes maximum)	Data Entry — Participants listen to a series of pre-recorded customer orders and are required to enter information into appropriate fields on an order form (e.g., account numbers, addresses, phone numbers, credit card information). E-Mail Composition — Participants receive e-mail messages from customers with various questions and issues. Participants are required to look up customer and product information (using information screens) and respond to the questions and issues in writing via e-mail. Typing (Keyboarding) — Participants view a written e-mail message on a computer screen. Participants are then required to retype the e-mail message as quickly and accurately as possible.	ETC EASyDatacenter
Simultask	Identify individuals who can manage multiple task simultaneously with speed, accuracy and finesse	Contact Centers	Any job requiring employees to access multiple systems while interacting with customers or coworkers.	The overall score is a proven, accurate predictor of an individual's potential for success when performing similar multitasking activities on the job. This simulation evaluates both an individual's response accuracy and response speed.	The report shows predicted performance level and shows graphical representation of the scores. The report has a personalized Skills Profiler that shows effectiveness in completing the simulation. Performance Level Descriptions are provided and separated by Strengths, Meets Requirements, and Developmental Needs. The last page displays the text the candidate entered at the end of each call.	There are 4 call scenarios that have an average time of 22 minutes to complete.	SimulTask is a simulation designed to assess an individual's ability to perform several different tasks at once. This simulation measures an individual's ability to perform multiple tasks simultaneously or in rapid succession, access and evaluate information from several sources, manage and prioritize among competing demands, and filter out irrelevant information. To complete the simulation, participants must access and review customer account information, provide product information, answer questions, suggest products, process orders, look up information to forecast customer needs, and document calls and next steps. Participants must complete these activities quickly and accurately within a limited amount of time.	ETC EASyDatacenter
SelectWrite	Evaluate the ability to write clearly and effectively	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Designed to assess the writing ability of test candidates that are applying for professional level positions. Professional level positions that requires business writing skills	Overall Status - Recommended /Not Recommended. The dimension scores are displayed in a chart based on a scale of Low/Moderate/High. Development information is provided based on the scores on each dimension.	The report provides a quick summary of overall score, and provides a recommendation as to the candidate's demonstration of effective business writing skills. The development portion of the report provides more detailed information regarding candidate performance across the six dimensions of the assessment competencies targeted.	2 prompts (companies can choose to only give one prompt) Each prompt has a 20 minute time limit	Candidates are given prompts that are in the form of business situations and asked to respond in an email message. The email format for the response closely resembles the type of writing that the job candidate would need to perform on the job. SelectWrite measures six dimensions critical to the writing ability needed for successful job performance, including Purpose and Impact, Accuracy and Completeness, Writing Mechanics and Grammar, Vocabulary and Word Choice, Business Writing Style, and Organization.	GATE
SelectExpress (a subset of the Entry-Level batteries)	Screen entry-level candidates with a mobile-friendly assessment.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Any job but ideal for positions with high hiring rates. Any organization that is looking for a quick prescreen to reduce applicant sample or in situations that limit testing time (e.g., college campus recruiting).	A quick pass or fail or go/no-go.	Overall status and bar graph to show industry percentile is the only report information.	40 items 20-30 minutes	A subset of LOMASelect EL. Shortened versions of Following Policies and Procedures, Situational Judgment Inventory, and Background and Experience Questionnaire.	GATE

Service Index	Reduce workforce turnover by hiring people suited to contact center work and work environment The test includes items that relate to preferences for various types of jobs, particular job activities and tasks, and certain work aspects.	Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	Customer Service Representatives/Contact Centers	Overall Status - Qualified/Not Qualified. Typical cut scores are 40%, 30%, 20%. Companies can also choose to have bands (3-5) with wording that is customized. For example, Highly Recommended, Recommended, Not Recommened.	Overall status, score, bar graph shows battery score in relation to the industry percentile. Dimension Report shows dimension band scores based on 1-5 scales. Text description for each dimension based on how candidate scored.	69 items. Generally takes about 15-20 minutes.	There are two types of items: **Paired Comparisons:** These items require applicants to select which of the two different options would be preferable. This includes selecting between two job titles, two job activities, or two adjectives in a work context. Multiple Choice: These items are similar in nature to biodata and personality items, but focus on the constructs targeted in the job fit test design. **Dimensions: Customer Service Orientation** – A preference for working with a variety of people. Includes a desire to help people and the ability to listen to customer complaints without taking them personally. **Job Structure Orientation** – A preference for following prescribed rules and procedures and for performing routine and repetitive tasks. **Work Environment Orientation** – A preference for working quickly with fast turnaround and on short-term tasks and projects. Includes a preference for a job that is "tied to the desk".	GATE
Virtual Worker	Identify individuals who have the right abilities and characteristics to work remotely/offsite	Home Office or admin/support roles in field offices. Home Office Contacts include HR Directors VP's, Business Lines: VPs and or Head of Operation Areas, Call Center, Claims, Underwriting, etc.	All remote non-management jobs including call center service and sales, claims, underwriting, IT/Operations	Report shows overall score and a 1-10 band that is color coded. The status indicates the potential for success in virtual work environment. Dimension bands (1-5) for Virtual Work Preferences, Virtual Work Skills, and Virtual Work Attributes. Dimension definitions based on the score of the dimensions are included. Second page has coaching tips. There is also a candidate report.	Three main dimensions on the report are: **Virtual Work Skills** — You'll learn who has the skills required to perform tasks in a virtual setting. These include technology skills, previous work experience and performance, and communication skills. **Virtual Work Preferences** — The assessment analyzes whether an individual's preferences match the demands of virtual settings, including desired level of supervision, comfort with independence, and decision-making confidence. **Virtual Work Traits** — Gain a clear understanding of who has the personal attributes required for success in a remote work environment, such as initiative, conscientiousness, and adaptability.	40 items an takes approximately 20 minutes	Assessment asks questions about experiences, preferences, personal attributes, and work situations.	GATE