



ASSESSMENT

An app that allows potential identification, through a set of potential and abilities tests.

## ▶ ¿How do you measure the development potential of your employees?

Assessment tools with high validity and reliability levels.

### Khor assessment Functionalities

We measure We profile We report

**Projected Competencies evaluation:** The app identifies the competencies that are more likely to be shown. This is based on statistical algorithms that correlate personality traits, values, problem solving abilities, among others.

#### Integrated by:

- Social Style
- Brain Dominance
- Motivation profile

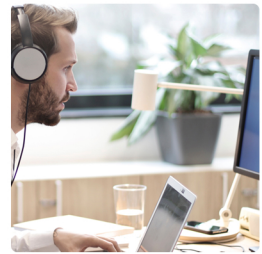
#### It allows diagnostics in two ways:

- Behavioral and abilities characteristics.
- Levels of competence.

### Integral Report

## 16 Universal Competencies

Adaptability, Social orientation, Communication skills, Creativity and Innovation, Learning, Personnel development, Results orientation, Initiative, Leadership, Conflict resolution and negotiation, Customer service orientation, Analytical thinking, Compliance, Problem solving and decision making, Risk taking, Teamwork.



- 25 years on the market.
- + 10M applied tests.





# KH·R

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➤ **Value added: Automatic profiling, being able to design your own tailor made tests. The system can be molded into your company's DNA.**

## Benefits

- Online assessments
- 50 predefined profiles, for immediate use
- Automatic profiling
- Automated testing and reporting
- Tests with the highest validity and reliability
- Competency prediction
- Mathematical compatibility early identification
- Reports are generated as soon as the test is complete
- Group competence diagnosis
- Reports can be exported in **PDF** and **Excel** formats

## Integral Reports

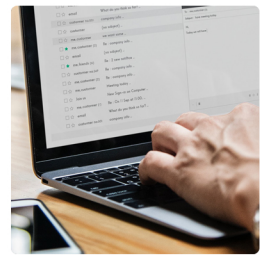
It includes the summary of the interpretation of results by test, and the level of proficiency of projected competences.

From this report you can perform the following actions:

Acceptance of a candidate based on its compatibility with the profile.

Identify strengths and opportunity areas in projected competitions.

For talent development, it allows you to identify differences against other positions and their level of compatibility.



- **Group diagnostics: Compatibility vs. Profile**

- **It detects Skills training needs .**

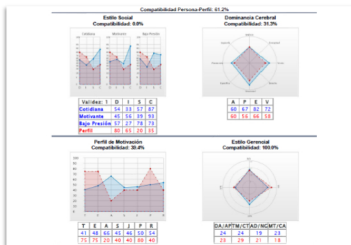
➤ • **It displays a comparison of the competency levels of applicants. It's possible to obtain a ranking of compatibility against specific position profiles.**

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### Automated Integral Reports Examples

- It shows the result of the Assessments.
- It includes the summary of the interpretation of results by test, and the level of proficiency of projected competences.
- It also gives a visual indicator recommendation, based on the compatibility (person VS position).



Persona	Personas				Compatibilidad	Recomendación
	Edad (Años)	Experiencia (Años)	Nivel de Estudios	Salario		
PERSONA ASESORADO/ASESORA	40.0%	100.0%	57.2%	70.9%	70.9%	Compatible con el Perfil
PERSONA DESTACADA/DESTACADA	15.0%	100.0%	40.1%	59.0%	59.0%	compatible con el Perfil
PERSONA DESTACADA/DESTACADA	40.0%	65.0%	54.4%	55.8%	55.8%	compatible con el Perfil
PERSONA DESTACADA/DESTACADA	15.0%	80.0%	51.3%	55.6%	55.6%	compatible con el Perfil
PERSONA DESTACADA/DESTACADA	30.0%	40.0%	51.3%	42.6%	42.6%	compatible con el Perfil
PERSONA DESTACADA/DESTACADA	40.0%	50.0%	25.8%	38.3%	38.3%	compatible con el Perfil
PERSONA DESTACADA/DESTACADA	15.0%	0.0%	60.1%	27.0%	27.0%	compatible con el Perfil

1) SUBDIRECTOR	2) DIRECTOR
PERSONA	
COMPETENCIA: COMUNICACIÓN	61.0%w 27.0%w 71.4%w
COMPETENCIA: LIDERAZGO	47.6%w 55.6%w 54.3%w
COMPETENCIA: TRABAJO EN EQUIPO	45.7%w 59.0%w 57.1%w
COMPETENCIA: RESOLUCIÓN DE PROBLEMAS	31.8%w 38.3%w 48.6%w
COMPETENCIA: TRABAJO EN EQUIPO	61.9%w 70.9%w 65.7%w
COMPETENCIA: TRABAJO EN EQUIPO	55.0%w 42.6%w 71.4%w
COMPETENCIA: TRABAJO EN EQUIPO	62.9%w 55.8%w 71.4%w
Promedios	61.2%w 57.6%w 62.6%w

N/R: No hay resultados.

