

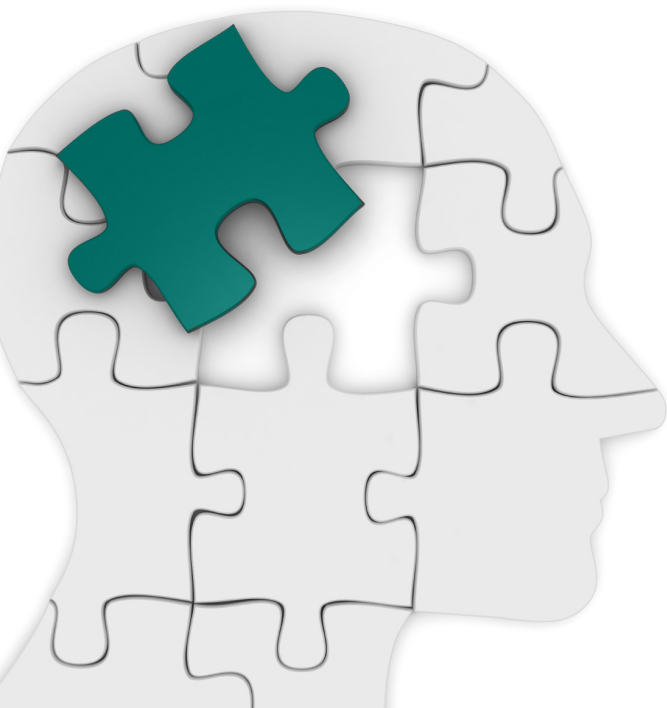
Identify the potential for success

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## ACE – Adjustable Competence Evaluation

How to best match employee potential with the job

Maximize the validity of you assessment





## Predicting potential

**Most jobs require continual learning and reasoning. As employee performance increasingly depends on the employee's own efforts and good judgment, knowing the employee's potential becomes increasingly important.**

ACE is an ability test designed to assess logical analytical reasoning. The items of the ACE activate and provoke this ability and make it possible to assess the potential of the individual's reasoning abilities.

*Ability tests provide useful information for organisational decision makers that no other source of information does, at least as accurately and economically.*

*Linda Gottfredson, Professor of education University of Delaware, 2009.*

## The key to

Continuous organizational growth and success is to appoint the right person to the right job.

**To ensure a good match between employee potential and job complexity you need to:**

- Screen in the right candidates
- Evaluate potential
- Select employees who can reason and learn in novel situations
- Select employees who can acquire required skills with training

**In order to:**

- Predict performance and future success
- Understand the potential for continuous learning and reasoning
- Plan adequate training
- Optimize talent management
- Focus career advice

## Base decision on knowledge

**ACE is a quick and flexible tool that evaluates an employee's potential within areas such as:**

- Making viable and effective decisions
- Acquiring new knowledge
- Perceiving relationships and understand correlations between information and situations
- Preparing and elaborate action plans
- Level of task complexity which the test taker is able to solve
- The speed with which the tasks can be expected to be solved

**Screen for dishonesty**

- Detect inflated results
- Effectively screen out cheating candidates.

**ACE adapts to:**

- Job relevance
- Assessment time
- Precision level

## Application

- ✓ Screening
- ✓ Selection
- ✓ Individual development
- ✓ Teaching/training
- ✓ Career advice/placement