

# Identifying the Best Candidates, Hiring the Right Employees

Few decisions are as important as selecting the people who will help the organization succeed. Even when your labor pool is flooded with job seekers, it is difficult to identify just the right employees to move the organization forward. A valid testing system takes the guesswork out of building a pool of qualified, job-ready candidates. Well-designed pre-employment tests are known to provide strong prediction in identifying those who will be successful on the job.

## Pre-employment tests:

- Improve on-the-job and training performance
- Decrease turnover
- Identify candidates with the required “select for” skills
- Pin-point “gems” in a large candidate pool
- Reduce costs associated with poor selection decisions
- Improve on-the-job safety behavior



## Aon Hewitt's G.A.T.E.<sup>®</sup> System

Aon Hewitt, a world leader in the design and implementation of reliable and valid pre-employment tests for over 30 years, offers its pre-employment assessments on our Global Assessment and Talent Engine<sup>®</sup> (G.A.T.E.<sup>®</sup>). G.A.T.E. is a modern assessment system, allowing candidates to take the assessments from anywhere in the world, from any internet-accessible computer or SMART device, and in many supported languages. A hiring manager instantly receives individual candidate results and a dashboard of predictors, tagging the candidate qualified or not qualified.

- Broadens the applicant pool, reaching even the most mobile of applicants and allowing them to take assessments anytime, anywhere
- Reaches more bilingual candidates than ever before, allowing test takers to toggle between test items written in different languages
- Ensures a secure testing environment, via the scrambling of questions and responses, so that no two candidates “see” the exact same test
- Supports the same legally defensible tests that you are used to using from Aon Hewitt
- Supports customized tests that our Industrial-Organizational Psychologists develop for you
- Allows you to “customize” the applicant experience, so that the testing look and feel supports your organization's brand
- Instantly sends results to the hiring manager any way he/she wants to receive them—on-line, email, text message

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## Aon Hewitt's Assessments Deliver Value to the Organization

Aon Hewitt implements pre-employment testing for a wide range of the jobs found in today's private and public sector organizations, from entry-level to executive. Our tests, taken by over 10M candidates annually, objectively measure the abilities, skills, and personal attributes that predict job performance, behavior and retention. Developed and validated by our worldwide staff of Industrial-Organizational Psychologists, these tests serve as a strong foundation for effective selection.

Our assessments consistently yield a strong return on investment by hiring the employees who deliver on business goals. For example, in assessments developed for our clients, we have found the following outcomes:

- 5% increase in profit
- 90% drop in litigation rates
- \$146M increase in sales
- \$5M reduction in turnover
- 40% reduction in customer complaints
- \$2.6M savings per year in injury-related costs
- \$9.6M savings in selection and training costs
- 48% more likely to be rated "Outstanding" by their supervisor

## Administration Options

In addition to our G.A.T.E. Assessment, Aon Hewitt has several hundred Recruitment Process Outsourcing experts that can support your recruiting strategy and high volume employment processing needs.

## Try it for Yourself!

Go to [gate.aon.com](http://gate.aon.com)



- Go to Prospective Employee and enter apmatrixdemo from your computer or smart device.
- Or, simply scan this QR code with your smart device.

## About Aon Hewitt

Aon Hewitt is the global leader in human capital consulting and outsourcing solutions. We design, implement, communicate, and administer a wide range of human capital, retirement, investment management, health care, compensation and talent management strategies. With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees. [www.aonhewitt.com](http://www.aonhewitt.com)