

# What to Expect

Step by Step Candidate Experience

01

## Initial Notice from HR

Introduction from company HR notifying candidate of the process and partnership with SKS.

02

## Intro Communication

The SKS Admin Team will reach out via email or phone to introduce the process.

03

## Email Invite

Welcome communication and links to online testing portal and work simulations (if applicable).

06

## Feedback to Candidate

After all hiring decisions have been finalized, candidate can receive feedback with SKS consultant, regardless of job offer.

05

## Report

SKS consultant generates a detailed report that is delivered back to the organization.

04

## Interview

Interview with SKS consultant to provide more context about job experience, academics, work and career related history.

# Frequently Asked Questions

## 01 What is the purpose of the assessment?

Assessments are used to identify your various interests, strengths, and developmental needs. These attributes are analyzed with respect to the demands of the position for which you are being considered and/or the opportunities for enhancing your job performance and professional growth.

## 02 How will the organization use the results?

The results of the assessment will be considered by the organization in light of its own interviews and with due consideration to your track record. Any hiring or promotion decisions are made by the organization, not by the SKS consultant. Decisions regarding development planning are for you and the organization to make.

## 03 What kinds of questions will I be asked?

Individuals usually find the interview to be thorough and thought provoking. They are asked questions about relevant developmental experiences, academic history, self-perceptions, motivations, and a great deal about work and career related history.

## 04 How valid is the process?

These types of work-related assessments, along with the separate evaluative instruments we use, have been researched and validated to ensure that results are relevant to and predictive of job performance.

## 05 Is this information too personal?

The assessment is not a clinical evaluation but rather seeks to identify work-related insights. The interview does not involve strange or intimately probing questions. The consultants at SKS specialize in this type of assessment and have evaluated thousands of individuals over the years.

## 06 How should I prepare?

There is nothing that you need to do to prepare for the evaluation. And there is no need to worry unnecessarily. We hope you'll find it an interesting, thought-provoking, insightful experience. Be yourself, and participate in the process fully!

## 07 What will I do during the assessment?

The process includes one or more of several possible components. These components may include:

- An interview by an SKS consultant with broad-based expertise in working with organizations at all levels.
- Inventories that provide information about your personality, interests, and work styles. The inventories yield profiles that are highly job-related and are not intended to search for personal information.

- 7 Exercises that measure reasoning ability. These provide insights regarding your thinking style and problem-solving abilities.
- 7 Simulations that place you into a mock “real life” work situation where you are asked to deal with the problems and challenges presented.

## 08 Why not just use my track record?

The organization does use your track record and places a great deal of reliance on your accomplishments and on previous performance, if available. However, since each person’s track record and accomplishments are unique and individualized, these sources do not always allow comparisons, nor do they necessarily provide consistent data about your potential or your fit with a specific role.

## 09 Who receives the results?

The raw data are retained by SKS Consulting and is not provided to the organization. In most cases, a written report summarizing results will be sent to the HR department of the organization. If you are being considered for a new job, it provides information about the probable match between your strengths and the requirements of the position under consideration. The report also addresses developmental opportunities. The SKS consultant may discuss results with appropriate representatives of the organization.

## 10 How will I learn about the results?

If an organization sponsors your assessment, SKS does not own the report and cannot copy it for you, but the results can be reviewed with you and we encourage you to learn about your results. After all hiring decisions are finalized, you can review feedback, either onsite or remotely with an SKS consultant, regardless of job offer. Feel free to call our SKS Admin team or email them at [sksadmin@sksconsulting.org](mailto:sksadmin@sksconsulting.org) to set up a feedback session.