

Hiring Analytics and Insights for Financial Services

We take the guesswork out of hiring, uncovering the key personality aspects that predict value, fit, and high performance in the industry.

Hiring top talent has never been more critical in financial services. Firms are competing for candidates with more industries than ever before, and they have to maximize performance in an age of constrained pay, decreased flexibility, and greater regulation. Getting hiring right the first time offers a real competitive advantage.

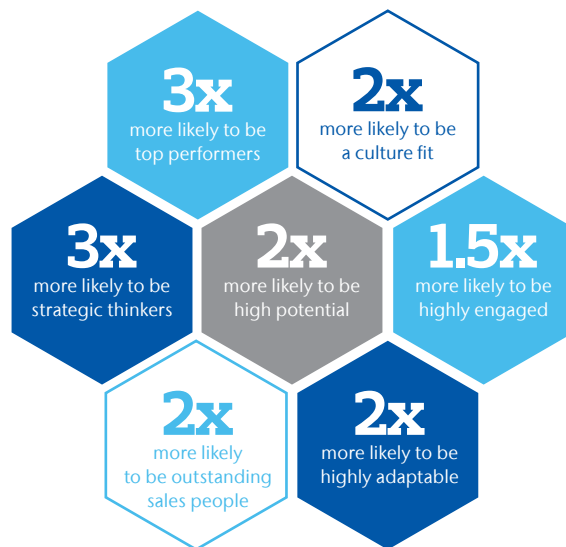
- Are you hiring?
- Is your hiring quality what it should be?
- Do you have the right people in place to achieve your business strategy?
- Is hiring for culture fit important to your firm?

Our ADEPT-15 assessment tool helps you select the highest quality talent, with the greatest accuracy, at all levels

We give hiring managers unfiltered insights about an individual candidate's inclination to work as a team player, adapt to change, work under pressure, accept criticism and grow, and lead others effectively – all qualities that are difficult to discern during an interview, on a resume, or through reference checks.

By using the **award winning** ADEPT-15*, you are better equipped to select, promote, and onboard the best candidates who fit the position, your team, and organizational culture.

Based on our research, top scoring candidates on ADEPT-15 are:



We're here to empower results

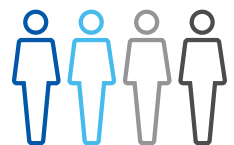
Contact us to learn more about how you can hire for insights in financial services.

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Our candidate assessment has been proven in the **financial services** industry, administered over **8 million** times globally, is backed by **50 years** of research, and is built upon a database of **350,000** unique items.

* Awarded the 2016 M. Scott Myers Award for Applied Research in the Workplace by the Society of Industrial and Organizational Psychology (SIOP).

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Efficient and scientifically-based assessment designed for results

Step 1

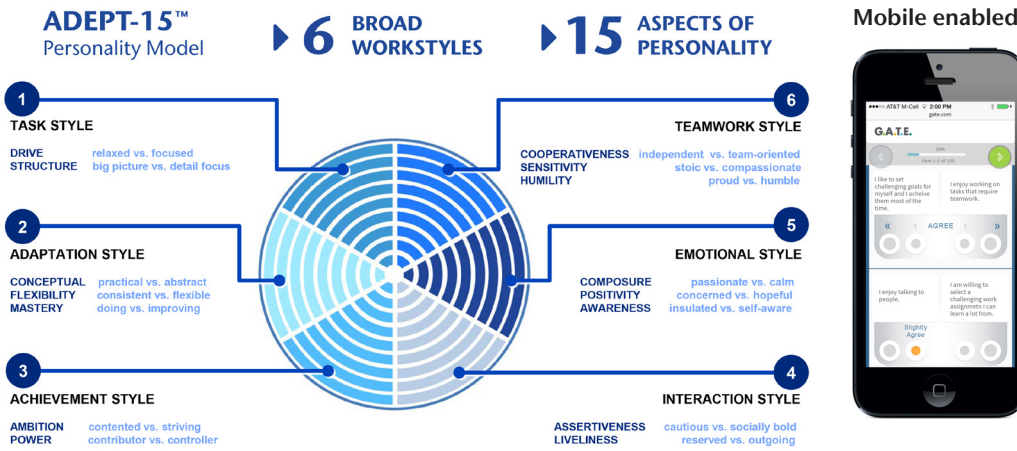
Hiring manager provides background on the capabilities needed for success in the role.

Step 2

Candidate takes assessment. Hiring manager receives a summary report profiling each candidate's attributes in comparison to other candidates and the preferred role attributes.

Step 3

An Aon Hewitt expert reviews the report with the hiring manager and interprets the findings with regard to each candidate's readiness and fit.



Assessment

Targeted Hiring

- Assess single or multiple candidate(s) per job
- Summary report comparing slate of candidates for easy comparison of work styles, characteristics, and fit for the position
- Facilitated selection session for hiring manager / recruiter with Aon Hewitt consultant covering each candidate's style and alignment with role

High Volume

- Speak to us about our extensive experience supporting hiring for high volume roles and situations

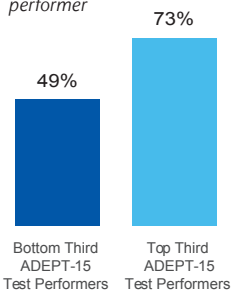
Onboarding

- One hour onboarding or coaching session for each candidate. Includes detailed feedback report, providing deep insight into work styles, strengths, and areas for development

Proven ROI: Financial services case studies

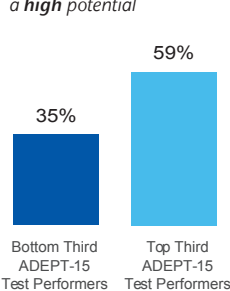
Performance

Likelihood of being a **high** performer



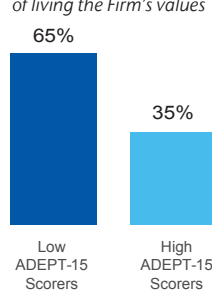
Potential

Likelihood of being designated a **high** potential



Culture Fit

Likelihood of being a **poor** example of living the Firm's values



Trusted data from industry leaders

Aon Hewitt is a pioneer in assessment and selection, offering an engaging candidate experience with rigorous measurement and reporting. Our library of selection tools can supplement ADEPT-15 and includes assessments for business reasoning, learning agility, leadership potential, sales, and a range of other skills relevant for a specific role and level.