


Saville Assessment

Asia Pacific

Willis Towers Watson  Alliance Partner

Aptitude Tests

Smart & Secure Screening



Robust Recruitment

Aptitude tests are consistently proven to be the most valid predictor of workplace performance. All of our tests balance technology and strong validity, ensuring a positive candidate experience which fairly identifies the right candidates, for the right roles

Globally, clients are using our aptitude tests with great results. Identifying the best candidates to progress forward in their selection process.

“Saville’s focus on balancing candidate experience with robust assessment has ensured we deliver a fair and predictive assessment leveraging the strong Jaguar Land Rover employer brand.”



“Saville were selected for both the unique qualities of their Swift test and the fact they convinced us, more than any other vendor, of their commitment to partner with BP and offer a high-quality service. This commitment has been delivered on at every turn.”



“The Swift Executive Aptitude assessment was chosen due to it being able to assess the intellectual ability required for the role, in a short time frame whilst retaining good validity .”



Why choose our Aptitude Tests?

Mobile - Enabled Assessments

All of our aptitude tests can be completed on tablets as well as PCs.



- ✓ Seamless process from initial application
- ✓ Improved candidate experience
- ✓ Boosted brand perception
- ✓ Reduced candidate support queries
- ✓ Increased assessment completions

Swift Testing

The first assessment to measure several sub-areas in one test, making the process faster for both candidates and administrators.



Question Content

✓ Test items are underpinned by our extensive research into workplace performance.

✓ Work-relevant, varied and interesting content provide a positive candidate experience.

Flexible Portfolio

Supervised and unsupervised tests (both online and hardcopy) with parallel content for extra security.



Pace Reporting

Illustrates test-taking style and facilitates fast and professional feedback.



Comprehension Range

Target Group

- Administrative Roles
- Customer Service Roles
- Operational Roles
- Commercial Roles

Aptitudes Assessed

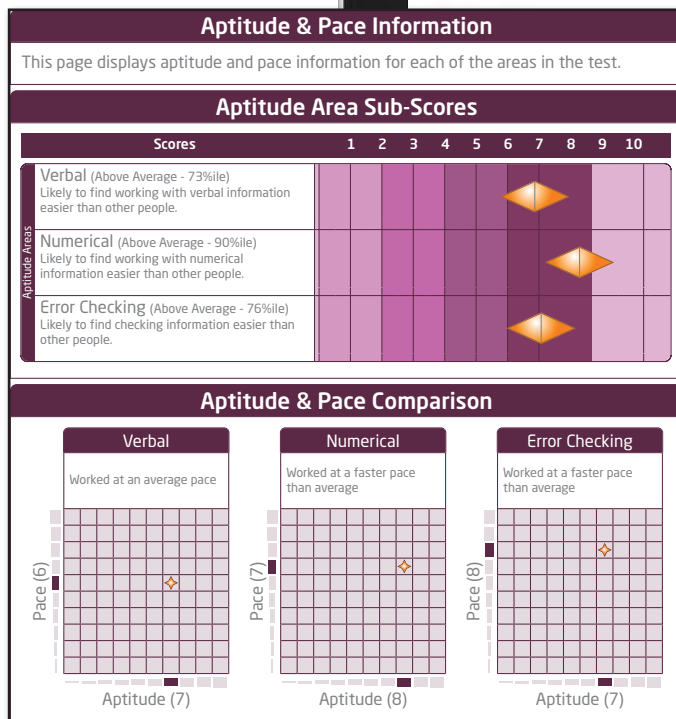
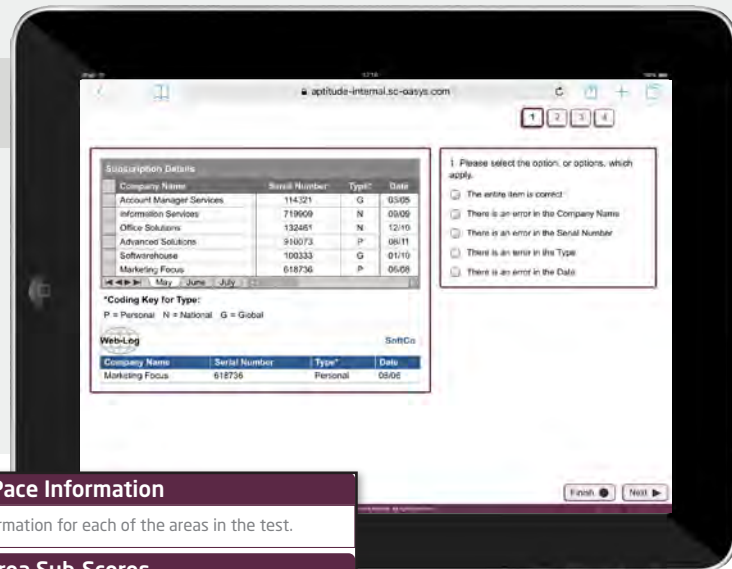
- V** Verbal
- N** Numerical
- C** Error Checking

Norms Available

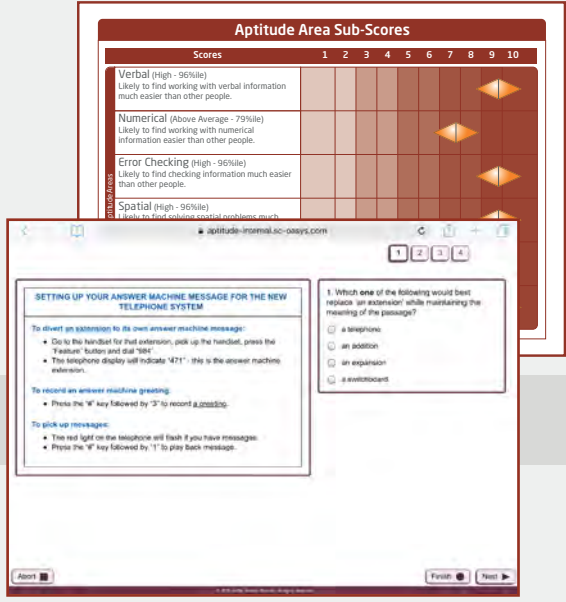
- Mixed Occupational
- Foundation (International Only)
- Individual Contributors
- Apprentices

Test Options

- Online & Hardcopy
- Unsupervised & Supervised
- Swift
- Single

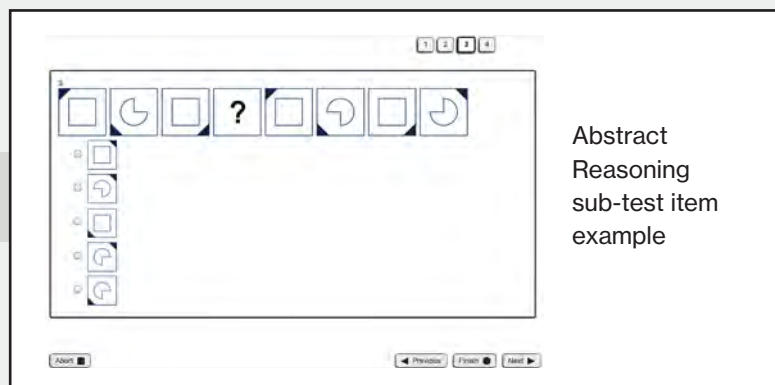


Swift Apprentice Aptitude

Target Group	Aptitudes Assessed	Norms Available
Apprentices	<p>V Verbal</p> <p>N Numerical</p> <p>C Error Checking</p> <p>S Spatial</p> <p>M Mechanical</p> <p>D Diagrammatic</p>	<p>Apprentices</p>  <p>The screenshot shows a 'Scores' table with columns 1-10 and rows for Verbal, Numerical, Error Checking, and Spatial. It also shows a sample question about setting up an answer machine message.</p>
Test Options		
Online		
Unsupervised		
Swift		

Abstract Reasoning Aptitude

Target Group	Aptitudes Assessed	Norms Available
Directors	<p>A Abstract (Logic)</p>	Graduates
Managers		Professionals & Managers
Professionals		Senior Managers & Executives
Graduates		
Management Trainees		
Test Options		
Online		
Unsupervised and Supervised		
Single		



Aptitudes Assessed

Key

- V** Verbal (Working with Words)
- N** Numerical (Working with Numbers)
- D** Diagrammatic (Working with Systems)
- A** Abstract (Logic)
- C** Error Checking (Working with Details)
- S** Spatial (Working with Designs)
- M** Mechanical (Working with Equipment)



Invited (Unsupervised) Access Online Version
- candidates can complete these tests from any location at any time without any testing supervision



Supervised Access Online Version - online tests with secure content for use under supervised conditions



Hard-Copy Version - hard-copy tests with secure content for use under supervised conditions



Time (Minutes)

Range	Who do you want to test?	Available Aptitude Tests	What do you want to measure?					
Analysis Range	DIR	Swift Analysis Aptitude	V N D	✓	✓	✓	18	
		Swift Executive Aptitude	V N A	✓			18	
		Swift Analysis Verbal & Numerical	V N	✓			24	
	GRA	Verbal Analysis Aptitude	V	✓			24	
		Numerical Analysis Aptitude	N	✓			24	
		Diagrammatic Analysis Aptitude	D	✓			24	
	DIR	Professional Verbal Analysis	V			✓	✓	20
		Professional Numerical Analysis	N			✓	✓	20
		Professional Diagrammatic Analysis	D			✓	✓	20
	GRA	Work Verbal Analysis	V			✓	✓	20
		Work Numerical Analysis	N			✓	✓	20
		Work Diagrammatic Analysis	D			✓	✓	20
Technical Range	TEC	Swift Technical Aptitude	S M D	✓	✓	✓	10	
		Spatial Reasoning Aptitude	S	✓			8	
		Mechanical Reasoning Aptitude	M	✓			12	
		Diagrammatic Reasoning Aptitude	D	✓			16	
	APP	Practical Spatial Reasoning	S			✓	✓	7
		Practical Mechanical Reasoning	M			✓	✓	10
		Practical Diagrammatic Reasoning	D			✓	✓	14

Candidates

DIR Directors, managers and professionals

GRA Graduates and management trainees

TEC Production, construction, engineering and scientific staff





APP Apprenticeship staff in operational and technical roles

OP Operational staff in manufacturing, engineering, construction and transport

COM Commercial staff in sales, marketing, business development and financial services

CUS Customer staff in call centres, hospitality, leisure, health and education

ADM Administrative staff in private and public sector offices

Range	Who do you want to test?	Available Aptitude Tests	What do you want to measure?								
Comprehension Range	OP COM CUS	Swift Comprehension Aptitude	V	N	C	✓	✓	✓	95		
		Verbal Comprehension Aptitude	V			✓			16		
		Numerical Comprehension Aptitude		N		✓			16		
		Error Checking Aptitude			C	✓			6		
	ADM APP	OP	Operational Verbal Comprehension	V			✓	✓	14		
			Operational Numerical Comprehension		N		✓	✓	14		
			Operational Error Checking			C	✓	✓	8		
	COM	COM	Commercial Verbal Comprehension	V			✓	✓	14		
			Commercial Numerical Comprehension		N		✓	✓	14		
			Commercial Error Checking			C	✓	✓	8		
	CUS	CUS	Customer Verbal Comprehension	V			✓	✓	14		
			Customer Numerical Comprehension		N		✓	✓	14		
			Customer Error Checking			C	✓	✓	8		
	ADM	ADM	Administrative Verbal Comprehension	V			✓	✓	14		
			Administrative Numerical Comprehension		N		✓	✓	14		
			Administrative Error Checking			C	✓	✓	8		
		APP	Swift Apprentice Aptitude	V	N	C	S	M	D	✓	19.5
		DIR GRA	Abstract Reasoning Aptitude		A		✓				16
					A		✓				14

How do I get started?

Administration

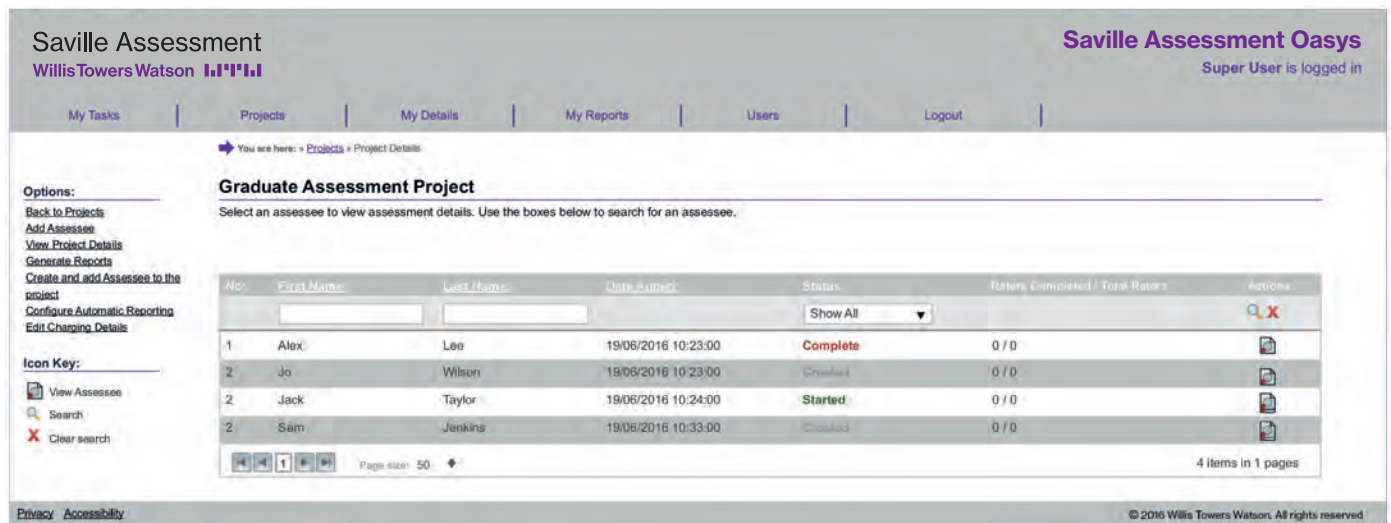
Online assessments are delivered via our industry-leading Oasys platform and are fully compatible with the latest internet browsers.

Excellent reliability, clear on-screen presentation and user-friendly instructions ensure a positive user experience for both candidates and administrators.

Clients can access Oasys via our bureau service or purchase their own Oasys platform which can reflect their organisational branding.

Integrations

Our Oasys platform is easily integrated with applicant tracking systems including:



The screenshot shows the 'Saville Assessment Oasys' interface. The header includes 'Saville Assessment' and 'WillisTowersWatson'. The main content area is titled 'Graduate Assessment Project' and contains a table of candidates. The table has columns for No., First Name, Last Name, Date Added, Status, and Raters Completed / Total Raters. The data rows are:

No.	First Name	Last Name	Date Added	Status	Raters Completed / Total Raters	Actions
1	Alex	Lee	19/06/2016 10:23:00	Complete	0 / 0	[Icon]
2	Jo	Wilson	19/06/2016 10:23:00	Created	0 / 0	[Icon]
2	Jack	Taylor	19/06/2016 10:24:00	Started	0 / 0	[Icon]
2	Sam	Jenkins	19/06/2016 10:33:00	Created	0 / 0	[Icon]

Pricing

- Straightforward pay-as-you go format
- Competitive volume pricing
- No license or maintenance fees
- Pay only for candidates who complete assessments

Customer Service

Our client support team and bureau service are committed to exceeding client and candidate expectations.

What do clients say?

"The flexible mix-and-match aptitude portfolio offered by Saville Assessment allows the re-testing of successful candidates in more depth under supervised conditions."

 Burness Paull

"All in all, an efficient and professional approach to online testing as we have come to expect from Saville Assessment."



A selection of our clients








Making every journey better






imagine. change.


More power to you












worldwide money





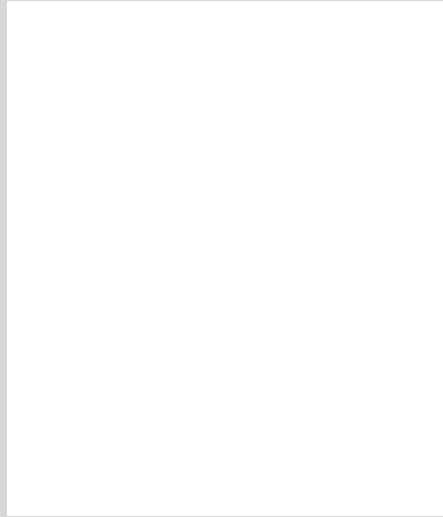
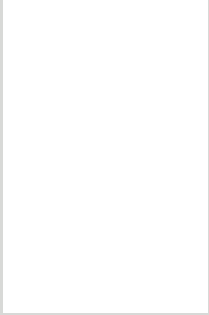












About Saville Assessment Asia Pacific

Our mission is to transform assessment around the world. We enable organisations to identify potential, accelerate performance, and achieve outstanding results. Our portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture. With representatives in over 80 countries we are transforming how organisations Hire, Build and Lead talent globally. Learn more at www.savilleassessment.com.au