



Pearson | TalentLens

**All our
expertise in
talent
assessment
and
development**

PRODUCT CATALOG

Together we can navigate towards a more agile future of work



2024

a year of renewal and challenges for the job market and your HR activities. In an increasingly tense sector, as a Human Resources professional, you must not only reconcile the demands of organizations with the expectations of current employees and future candidates, but also do so with efficiency, integrity and transparency.

As the professional landscape continues to transform and adapt to rapid changes in the business world, increasingly, you are faced with making crucial choices for the future of your company.

Today, we are at your side to help you meet these challenges! The stakes are high, and we all have a role to play in this mission, and this year we're going to rise to the challenge together.

Your Trusted HR Partner

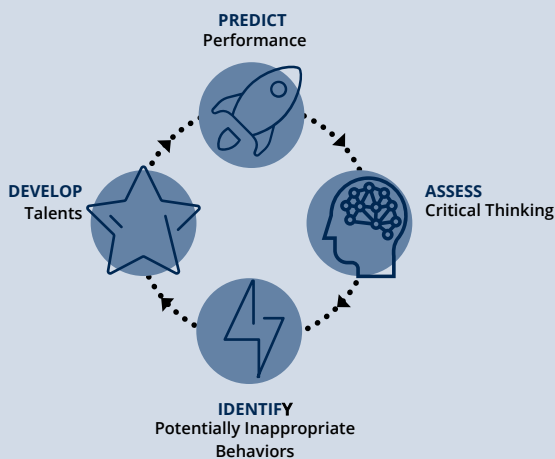
An international player in the assessment and support of individuals, Pearson TalentLens has been a leading publisher of psychometric tests for HR professionals for over 70 years.

Present on several continents, Pearson TalentLens offers a global approach composed of solutions, more commonly called “tests”, and certified training proven by the psychometric community. Our objective: to respond to the human challenges of your company and help you make the right decisions guided by our psychometric tests.

Combining scientific standards and innovation, we constantly seek to best support Human Resources professionals in the recruitment, development and onboarding of new and existing talent throughout their professional career.

Our Ambition

To assist organizations in selecting candidates who match their needs and develop their potential through psychometric assessment.



Our Mission

Contributing to the improvement of your HR management through a better understanding of soft skills, abilities, and motivations of individuals.

Insights into aptitude, skills, personality, and motivation are essential when selecting the very best candidates and to develop and guide your workforce throughout their career at your organization. Reliable and scientifically proven, our solutions, support you in your daily work to get the clearest possible picture of a person's current and future potential.

Over 70 Years of Scientific Expertise

TalentLens is a central component of the newly formed Workforce Skills division of Pearson, a global leader in learning solutions and international authority in individual assessment and support. The Workforce Skills division consists of Pearson TalentLens - renowned for its psychometric testing solutions in the professional environment — and two complementary recent acquisitions: Faethm AI - the world's first company to comprehensively analyse workforce futures using data - and Credly - the global leader in digital credentialing.

Leveraging over 70 years of research, our psychometric tests are utilised by hundreds of companies worldwide for talent recruitment and employee skill development. As experts in the professional domain, our primary objective is to assist you in evaluating your practices, understanding and defining your needs, and guiding you in the selection and implementation of our assessment solutions.

Quality Expertise

With a multidisciplinary team fully committed to your success, we develop innovative assessment tools that support psychologists and HR professionals in optimising their recruitment, development, and orientation processes.



Our Expertise

Because our solutions assist you in making numerous strategic decisions, we are committed to offering you reliable and valid tools tailored to the workplace context and validated by independent researchers. These tools take into account biases and the effect of social desirability.

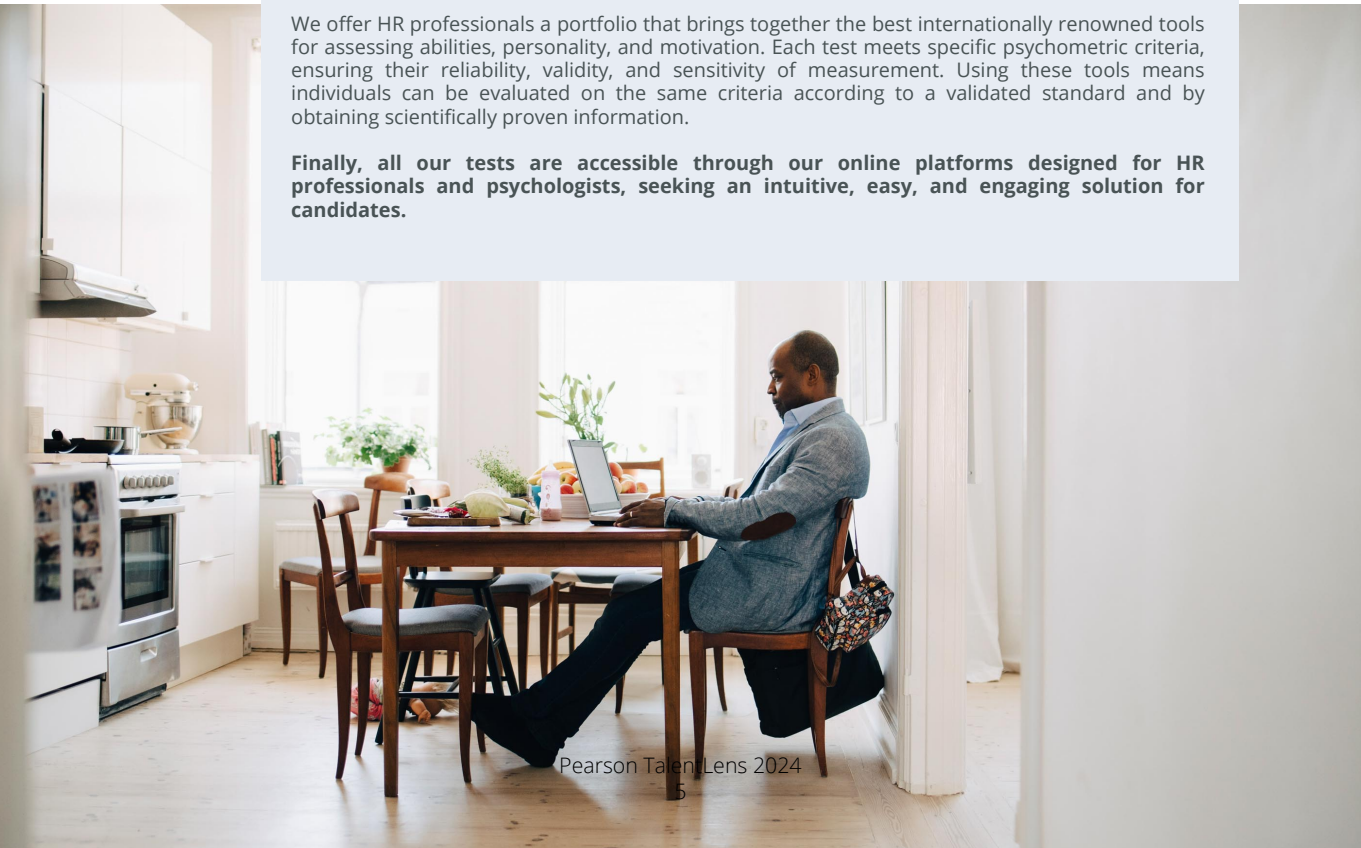
For psychometric evaluation to be effective, the information obtained must correspond to the competence being assessed.



Reliable and Ethical Tests

We offer HR professionals a portfolio that brings together the best internationally renowned tools for assessing abilities, personality, and motivation. Each test meets specific psychometric criteria, ensuring their reliability, validity, and sensitivity of measurement. Using these tools means individuals can be evaluated on the same criteria according to a validated standard and by obtaining scientifically proven information.

Finally, all our tests are accessible through our online platforms designed for HR professionals and psychologists, seeking an intuitive, easy, and engaging solution for candidates.





Our Personalised Support

Each of your HR challenges is unique, with specific needs that require an appropriate response. That's why our experts listen to your specific requirements and offer tailored programs that address the realities of your company to best meet your challenges and objectives.

Leverage the expertise of our specialists by delegating to us certain tasks related to individual assessments.



Our Psychometric Tests : The Key To Your Success

The key to successful recruitment lies in the quality of information available when making decisions. In a context where human capital becomes a major concern for organizations, you stand to gain everything by turning to psychometric assessment: **it provides you with a reliable and effective means of ensuring recruitment success and, consequently, the success of the company!**





EXPERT'S WORD

Filip De Fruyt

Professor of Differential Psychology at
Ghent University in Belgium

Diversity refers to the heterogeneity and variety of individual characteristics, while inclusion describes the concrete actions and daily practices implemented by organizations to promote and develop diversity and reap its benefits.

Equity, on the other hand, can be seen as the outcome of effective inclusion policies and practices, where the organization can provide everyone with what they need to maximise their success. These different processes refer to the debate on "diversity, equity, and inclusion" (DEI).

Given the current situation in the job market (shortage of candidates, mismatch between the profiles of many job seekers and numerous difficult-to-fill vacancies) employers are now compelled to reconsider the characteristics they seek in candidates. HR professionals will need to assess key skills, must-haves for success in the role and the organization.

Candidates will also need to be described across a range of collective and individual characteristics (personality, interests, etc.) that bring the necessary heterogeneity and diversity to the organisation to ensure its functioning, agility, and performance.

Finally, plans for professional and personal development should be provided to support employees in their trajectory. This regular assessment ensures their long-term employability and contributes to the organisation's potential. The implementation of diversity, equity, and inclusion policies and practices should be a process in which all members of the organization participate and contribute.

This future-oriented management will ensure that no employee is left behind.

Our Advice



Promote the adaptation of test administration modalities.

Such adaptations may include the addition of extra time (typically one-third more time per test). It is also advisable to ask your candidates what accommodations they may require.



Avoid offering psychometric tests to individuals with recent disabilities.

Their responses to a personality inventory may be affected (by anxiety or self-image alteration), as well as their responses to an intellectual aptitude test (difficulties with concentration or learning).

*Consult our white paper
on diversity and inclusion
in assessment.*





Promoting Diversity and Inclusion

Pearson TalentLens' psychometric tests enable the provision of assessment mechanisms tailored to disabilities and ensure fair treatment of candidates.



A Test & Disability kit

A Test & Disability kit allows candidates to verify the compatibility of online tests with their equipment beforehand. This kit consists of a set of instructions with three questions for aptitude tests or a sample set for personality inventories.



Accessible Tests

Our tests consist of verbal or numerical items. They are thus accessible to individuals with mild to moderate visual impairments, whether in terms of acuity or field, thanks to the use of the Internet browser's magnifying glass or specific enlargement and/or speech synthesis software such as Zoom Text.



Adapted Materials

To overcome the incompatibility of tests consisting of drawn items or symbols with software, we offer an alternative:

→ Test booklets with enlarged items for individuals with mild to moderate visual impairments;

→ A test consisting of tactile cubes evaluating abstract reasoning for individuals with severe visual impairment or blindness.



Legal factors and reasonable accommodation measures

No individual can be excluded from a recruitment process due to their disability. The employer is required to adjust the recruitment procedures to allow all candidates to access them, within reasonable limits.

As an employer, you must inform your candidates about the technical modalities of taking their psychometric tests and offer alternatives to individuals who declare visual or hearing impairments.

In the public sector and education, you are obligated to offer adaptations to the duration and nature of entrance exam tests to ensure genuine equal opportunities.

DAT™ Next Generation

SOLUTION

Differential Aptitude Tests: Five Adaptive Format Tests

This new edition of the DAT (Differential Aptitude Tests) consists of five adaptive format tests that can be used independently or combined to form a battery. Experience and extensive research have shown that the aptitudes and intellectual abilities measured in the DAT are relevant to success in many positions.

WHAT IT EVALUATES

The cognitive abilities of an individual through five tests:

- ✓ **Verbal Analogies:** Assessment of the ability to understand and analyse verbal data in detail.
- ✓ **Spatial Reasoning:** Assessment of the ability to visualize 2D shapes in 3D.
- ✓ **Abstract Reasoning:** Assessment of the ability to reason and work on abstract topics and concepts, and to solve problems without resorting to learned solutions.
- ✓ **Numerical Sequences:** Assessment of the ability to understand and analyse numerical data in detail.
- ✓ **Numerical Calculation:** Assessment of the ability to add, subtract, divide, and multiply.

WHAT IT BRINGS YOU

- ✓ **Clear analysis** of an individual's reasoning abilities.
- ✓ **Adaptive format:** Intelligent test that automatically adapts to the candidate's level for a better analysis accuracy.
- ✓ **Reliable score comparison** in percentage: The tests are designed to contain enough items to ensure that all results meet the psychometric criteria.



TEST DURATION
15 minutes.



LANGUAGES
English (UK, US), French, Chinese (traditional), Dutch, German, Italian, Portuguese (Portugal), Spanish (Catalan), Turkish.



CONTEXT OF USE
Vocational selection and guidance. Good predictor of success in technical/mechanical training. Learning assessment. Risk management



PRICING
Pricing list upon request

STRENGTHS

- 15 questions are enough to assess a candidate's level of aptitude.
- The test is short (10 to 12 minutes on average) and offers a more enjoyable experience for candidates.
- Flexible test combinations.
- Good predictor of performance and adaptability.
- These tests can be administered remotely, thanks to their "item bank" design, which enables questions to be randomly selected from a wide range of choices.
- Personalised written report for feedback to the candidate.
- Available in more than nine languages.
- Flexible test combinations.

They Trust Us...



LAURENCE QUERCIA

Human Resources Manager, Richardson

“We use SOSIE 2nd Generation and DAT™ Next Generation to more accurately measure the match between candidate profiles and job vacancies.”

Laurence Quercia uses the SOSIE 2nd Generation personality inventory and the DAT™ Next Generation intellectual aptitude test in the context of recruiting future employees.

Why did you choose to work with DAT™ Next Generation?

The use of a personality inventory and an intellectual aptitude test offers additional leverage for decision-making. I use SOSIE 2nd Generation and the DAT™ Next Generation when recruiting supervisors and sales, administrative and logistics managers. They provide additional information to conventional interviews, and enable us to measure more accurately the match between candidates' profiles and those of the positions to be filled.

What are the main advantages of this test?

The DAT™ Next Generation, in particular the abstract reasoning test that I administer, provides information on the candidate's ability to learn and find solutions to new problems. This test assesses the candidate's ability to reason and work on abstract subjects, and to solve problems without relying on learned solutions. I particularly appreciate the reliability and seriousness of Pearson TalentLens psychometric tests, especially in the way the results are presented as hypotheses to be confirmed or refuted with the candidates.

What do the people being assessed think?

The feedback is very positive. Candidates are often pleasantly surprised and impressed by the level of detail in the results.



MATHILDE ROBAKOWSKI

Human Resources Manager, La Mutuelle Générale

“With the DAT™ Next Generation, I'm convinced that the quality of our recruitment will be enhanced, as will our ability to ensure long-term career development for our employees.”

We chose this tool for its psychometric qualities and speed of administration, to complement our assessment process. The ability to test different dimensions of reasoning gives us greater analytical finesse according to our different job typologies.

The team quickly got to grips with the TalentLens Online platform, and the Next Generation DAT™ is now an indispensable part of our recruitment process. In the long term, I'm convinced that the quality of our recruiting will improve, as will our ability to ensure long-term career development for our employees.

WATSON-GLASER™ III

SOLUTION

Assessment of Critical Thinking Skills

The WATSON-GLASER™ III assesses a person's analytical judgment and ability to reason objectively. Beyond simple logical reasoning, critical thinking, quality of judgment and understanding of the unspoken are all necessary skills for decision-making.

WHAT IT EVALUATES

The skills and abilities to :

- ✔ Identify the assumptions underlying arguments and highlight new perspectives or problems.
- ✔ Detect and evaluate the relevance of assumptions, whether explicit or implicit.
- ✔ Evaluate arguments by distancing oneself from one's own beliefs, without letting emotions get in the way.
- ✔ Analyze information objectively and draw relevant conclusions based on facts.
- ✔ Remain objective in all situations and make the right decisions.

WHAT IT BRINGS YOU

- ✔ A measure of a person's ability to identify and analyse problems.
- ✔ Evaluating information to draw relevant and logical conclusions.
- ✔ Pre-selection of candidates, selection of employees and managers.
- ✔ Can be used as a coaching and development tool.



TEST DURATION
20 minutes.



LANGUAGES
French, English (UK, AUS, India),
Spanish (Catalan, US), Dutch,
Québécois, Portuguese (Brazilian).



CONTEXT OF USE
Recruitment, potential identification
and career management, personal
development.



PRICING
Pricing list available upon request.

TRAINING

STRENGTHS

- Ease of use: quick, online application. Instant correction.
- Time-saving: can be administered remotely thanks to its "item bank" design, enabling questions to be drawn at random from a wide selection.
- Numerous languages available.
- Better identification of high-potential candidates demonstrating mastery and vision.
- Identify a person's objective reasoning difficulties and draw up an associated action plan.

They Trust Us...



LAURE BOGEAT

HR Development Director, BPCE Infogérance et Technologies (IT)

With the WATSON-GLASER™ III, we select shortlisted candidates more finely and thus make a faster, but above all more objective decision. The time saved is enormous for HRMs and managers.

In the context of internal mobility, this tool, combined with reasoning tests, has enabled us to quickly select around ten profiles from some forty applicants. It then offers them, as well as HR and their supervisors, a wealth of development leads to better support them in their career paths, training, integration, etc. Feedback is often very positive. For us, it's a real decision-making tool, complementing our selection procedures (interviews, personality questionnaires, DAT).



The WATSON-GLASER™ III is the only tool on the market that delivers data on a person's ability to go beyond obvious information, to read between the lines and activate a critical eye.

JOSÉ MIGUEL SEPULVEDA

International HR consultant, Atlantic Group

The WATSON-GLASER™ III Critical Thinking Assessment is particularly well suited to assessment processes for managerial and supervisory positions, which often involve decision-making on the part of the employees concerned. Making relevant and effective decisions is crucial to success in this type of position.



Combined with other tools such as a personality test, the WATSON-GLASER™ III sheds light on a candidate's soft skills.

STÉPHANIE DORCÉ

Human Resources Director, Hiscox

The Critical Thinking Assessment is an excellent indicator of a person's ability to make good, unbiased decisions based on solid, documented results. It is a key success factor within our organization. Combined with other tools such as a personality test, the WATSON-GLASER™ III sheds light on a candidate's soft skills to compare with the specific expectations of a position. It's an affinity approach to recruitment.

BMCT-II

SOLUTION

Assessment of Mechanical Understanding

Bennett's BMCT-II is the internationally recognized test for assessing mechanical comprehension, i.e. the ability to understand and apply, in concrete situations, basic mechanical and physical concepts, as well as the key principles underlying the operation, maintenance and repair of machines.

WHAT IT EVALUATES

- ✔ Problem-solving skills.
- ✔ The ability to learn new mechanical concepts.
- ✔ The level of knowledge acquired in basic mechanical training programs.
- ✔ Mechanical reasoning skills

WHAT IT BRINGS YOU

- ✔ Identification of candidates with good spatial perception and mechanical reasoning skills, as well as those with the ability to learn mechanical processes and tasks.
- ✔ Can be used for a wide variety of professions in the fields of production, maintenance, etc.
- ✔ Analysis of a candidate's knowledge and logical abilities.



TEST DURATION
25 minutes.



LANGUAGES
English (UK, US), French, Dutch, Spanish.



CONTEXT OF USE
Vocational selection and guidance. Good predictor of success in technical/mechanical training. Learning assessment. Risk management.



PRICING
Pricing list available upon request.

STRENGTHS

- Objective assessment valid for technical professions for over 60 years.
- The test can be taken remotely, thanks to its "item bank" design, which allows questions to be selected at random from a wide range of choices.
- Managing the risk of machine-related accidents.
- Questions accompanied by numerous visuals.
- Questions can be asked in 12 different areas: forces, acoustics, hydraulics, etc.

RAVEN'S™ Adaptive

SOLUTION

Test of Intellectual Ability: Abstract Reasoning

The RAVEN'S™ Adaptive provides an objective and effective assessment of candidates' intellectual and learning potential. This new international version built on an item bank format features enhanced reports and available in several languages.

WHAT IT EVALUATES

- ✔ The ability to grasp new concepts quickly.
- ✔ The ability to solve problems and tasks in new and unfamiliar situations.
- ✔ Lateral thinking - the ability to find an "innovative" solution to a problem, to break out of a conventional thinking patterns.
- ✔ Learning potential - the ability to grasp new concepts quickly

WHAT IT BRINGS YOU

- ✔ New three-criteria item scoring system, for much finer grading.
- ✔ Test designed for remote administration.
- ✔ Sophisticated scoring system, using computer adaptive testing which tailors the difficulty of items to a test-taker.



TEST DURATION

Untimed. Average 12 minutes.



LANGUAGES

French, Simplified Chinese, Traditional Chinese, Dutch, UK English, US English, German, Indonesian, Italian, Japanese, Korean, Brazilian Portuguese, Portuguese, Latin American Spanish, Spanish, Thai, Turkish, Vietnamese.



CONTEXT OF USE

Recruitment, detection of potential, career management, skills assessment, entry into training.



PRICING

Pricing list available upon request.

STRENGTHS

- International reference test for non-verbal assessment of logical thinking.
- Can be administered remotely, thanks to its "item bank" design, allowing questions to be randomly selected from a wide range.
- Each item is scored according to three criteria: Is the answer correct? What is the level of difficulty? How differentiated is the item?

RAVEN'S™ APM III

SOLUTION

Test of Intellectual Ability: Abstract Reasoning

A gold-standard, highly trusted cognitive assessment that helps organisations measure an individual's level of general (cognitive) ability by specifically assessing non-verbal abstract reasoning skills that are required for success in many job roles or training courses through the use of abstract reasoning tests.

WHAT IT EVALUATES

- ✔ The ability to grasp new concepts quickly.
- ✔ The ability to solve problems and tasks in new and unfamiliar situations.
- ✔ Lateral thinking - the ability to find an "innovative" solution to a problem, to break out of a conventional thinking patterns.
- ✔ Learning potential.

WHAT IT BRINGS YOU

- ✔ New three-criteria item scoring system, for much finer grading.
- ✔ Test designed for remote administration.



TEST DURATION
40 minutes.



LANGUAGES
French, English (UK, US, AUS, India), Dutch, Spanish (US), German, Norwegian, Danish, Swedish, Portuguese (Brazilian), Italian, Japanese, Chinese.



CONTEXT OF USE
Recruitment, detection of potential, career management, skills assessment, entry into training.



PRICING
Pricing list available upon request.

STRENGTHS

- International reference test for non-verbal assessment of logical thinking.
- Can be administered remotely, thanks to its "item bank" design, allowing questions to be randomly selected from a wide range.
- Each item is scored according to three criteria: Is the answer correct? What is the level of difficulty? How differentiated is the item?

Work Style Lens

SOLUTION

Career Development

Work Style Lens measures 16 work styles and organises the results into four broad and easy-to-interpret performance themes: relating to people, dealing with emotions, approaching work, and thinking styles. It offers valid and meaningful insights into people's interpersonal attributes and work styles that give HR professionals the ability to predict how candidates are likely to perform in the job, using actual data from over 900 job descriptions.

WHAT IT EVALUATES

16 workstyles grouped into 4 themes:

- ✔ **Relating to People**
Leadership, Social Orientation, Cooperation, Concern for Others.
- ✔ **Dealing with Emotions**
Self-Control, Stress Tolerance, Flexibility/Adaptability.
- ✔ **Approaching Work**
Dependability, Attention to Detail, Rule Following, Achievement/Effort, Persistence, Initiative
- ✔ **Thinking Styles**
Innovation, Analytical Thinking, Independence.

WHAT IT BRINGS YOU

- ✔ Make confident decisions with meaningful insight into how a candidate's personality will influence their workplace behavior.
- ✔ Results that indicate a person's likelihood to be leadership oriented, tolerant of stress, inclined to independent work, and much more.
- ✔ A development report that will help new hires with their own self-awareness and can guide their direct managers to support them effectively.



TEST DURATION

25 to 30 minutes, Untimed.



LANGUAGES

English (UK, US).



CONTEXT OF USE

Assess work styles and soft-skills.



PRICING

Price list available upon request.

STRENGTHS

- Updated norms including a larger sample size to ensure results are accurate, up-to-date and stable.
- New descriptions for each scale to better reflect how each score might relate to actual workplace behavior.
- Maps directly to the O*NET and provides up-to-date information about the importance of these work styles for over 900 occupations.
- Includes an "unlikely virtues" scale to help detect falsified responses.

WHICH CAREER FOR ME : Professional

SOLUTION

An Engaging Online Career & Learning

An engaging online career & learning planning program to help people choose the right career path, develop themselves in their current role, or switch careers to pursue new opportunities. WCFM is available in two strands - for professionals and for students over the age of 16.

WHAT IT EVALUATES

5 psychological tests:

- ✓ Professional Interests
- ✓ Motivations (+satisfaction)
- ✓ Strengths
- ✓ Mindset
- ✓ Skills of the future

WHAT IT BRINGS YOU

Constantly updated by experts:

- ✓ Smart Matching System
- ✓ Database of 2,000 occupations
- ✓ Up to 7 links for each occupation
- ✓ Custom mapping to company's jobs
- ✓ Based on 25 years of research and professional motivations theories



TEST DURATION

25-minute online questionnaire + 2 hours completion time to include the questionnaire, videos and activities



LANGUAGES

French, UK English, US English, Italian, Dutch, Spanish, Portuguese and German



CONTEXT OF USE

Guide individuals with choosing the right career path, progressing in current role and switching careers.

STRENGTHS

- All-in-one career space, not just an assessment tool with engaging videos and additional activities.
- Smart matching system links the individual to a database of over 2000 codified jobs, with 5 to 7 links for each occupation.
- Based on latest professional motivations theories and 25 years of research.
- Interactive & curated program for individual needs.
- A customized mapping of company's internal jobs can be done upon request.

They Trust Us...



KATIA BENSLIMANE
Founder of KLB TRANSITION

“
In addition to saving a considerable amount of time, WCFM provides a gentle link with the individual's personal sphere, and assesses his or her key motivations and degree of satisfaction at any given moment.
”

After a long experience in training, consulting and coaching as an employee and independent trainer, Katia Benslimane decided to found KLB TRANSITION in November 2020. She is constantly pursuing her own skills development and relies on psychometric tests, such as WCFM.

When do you use the WCFM questionnaire?

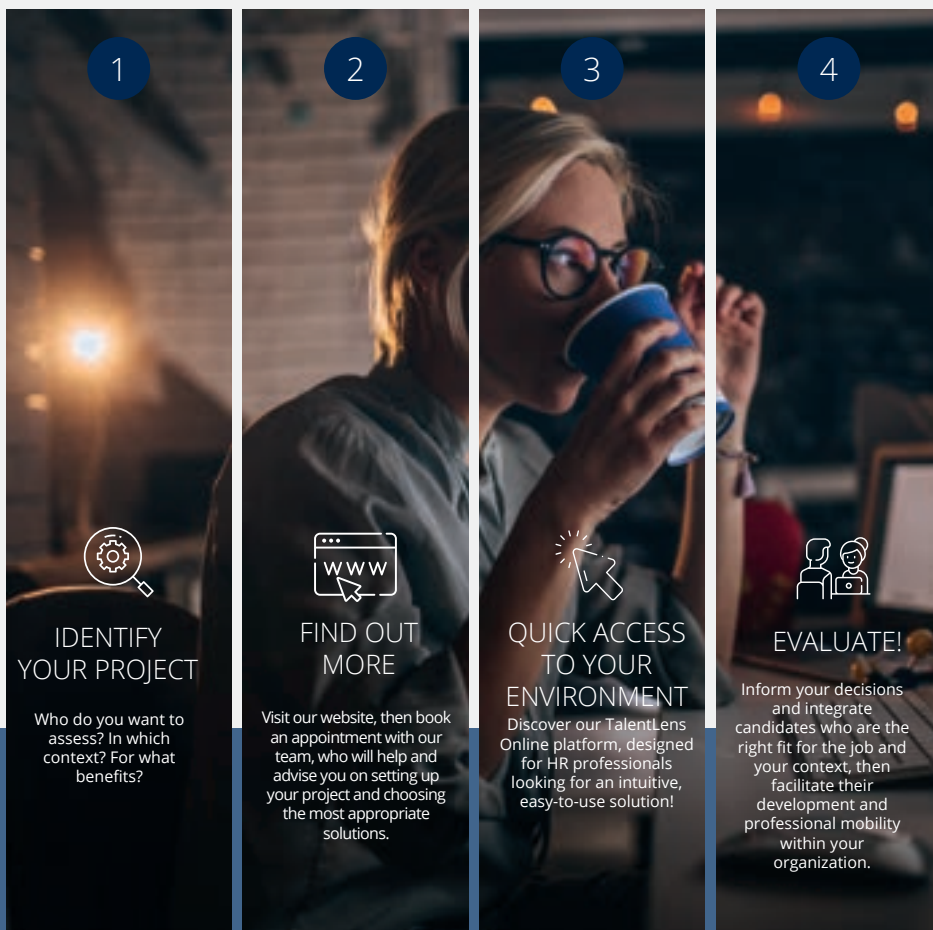
As an expert in career management and a certified professional coach, I work with companies and individuals. I use WCFM for skills assessment, career coaching and career orientation. It's the ideal tool for mapping a person's professional interests, needs and values.

What are the advantages of this tool?

WCFM has the advantage of providing a regularly updated database of careers. In addition to saving a considerable amount of time, it provides a smooth link with the individual's personal sphere, and assesses his or her key motivations and degree of satisfaction at any given moment. Relevant, fun and ergonomic, it proves to be a perfect alternative when faced with clients who are less than eloquent about what motivates them professionally or not. Last but not least, it is an invaluable aid for internal and external mobility and career development.



Your Project Step by Step



www.talentlens.com



[@Pearson TalentLens](https://www.linkedin.com/company/PearsonTalentLens)



[@Workforce Skills](https://www.youtube.com/channel/UCvKvKvKvKvKvKvKvKvKvKvK)

Customized and Bespoke Services

Each of your HR issues is unique, with its own particular needs, and therefore requires an appropriate response. That's why our experts are on hand to offer you customized programs tailored to your company's reality, and to meet your needs, challenges and objectives.

Our services department supervises and coordinates all your specific requests with our in-house teams (R&D, IT development, manufacturing, psychometrics experts, etc.), while respecting the protection of personal data. This enables you to delegate certain personal assessment tasks to us and benefit from the expertise of our specialists.



Volume testing in recruitment

Pearson TalentLens can help you set up your examinations or mass recruitments, from creating tests to analysing the results statistically:

- ✓ Assistance with selection criteria Test design
- ✓ Specific manufacture and delivery of test materials
- ✓ Management of test dispatches
- ✓ Candidate assistance and follow-up
- ✓ Correction of tests
- ✓ Analysis of results,
- ✓ etc.



Supervised remote exams and tests

For your mass recruitment needs, Pearson TalentLens also offers you a solution for organizing remote exams or tests, in partnership with Hire Pro.

✓ Exam Supervision:

This service includes validation of the candidate's identity, and video recording of the candidate's office at the time of the exam. All sessions are recorded and reviewed by Hire Pro's artificial intelligence. The customer can log any incidents as he watches the recordings.





Profiler

Pearson TalentLens can help you optimize your selection processes by identifying the personality profile of the candidate you are looking for and comparing it with that of the candidates you have evaluated:

- ✔ Framework with your HR team, using a participative approach to define the profile sought.
- ✔ Individual interviews with "experts" to identify performance-enhancing or performance-degrading behavioral styles;.
- ✔ Discussion and validation of the profile.
- ✔ Synthesis and description of the profiler.



Statistic Analysis

Pearson TalentLens offers you the opportunity to carry out studies on your data in order to optimize your assessments. The data analysis service includes:

- ✔ Pre-evaluation, scoping and project management.
- ✔ Statistical analysis (specific calibrations, predictive studies, selectivity thresholds, descriptive statistics, etc.).
- ✔ Report writing.
- ✔ Presentation of results.



TalentLens Online (TLO) Customisation

Pearson TalentLens can also help you adapt the solutions available on TalentLens Online (TLO) to meet your specific needs:

- ✔ Creation of specific reports (e.g. screening report, skills report, development report, candidate report, etc.).
- ✔ Platform configuration.
- ✔ API/ATS: integration between our TalentLens Online (TLO) platform and the customer's HR system.

Discover TalentLens Online (TLO) your online testing platform

TalentLens Online (TLO) is a platform designed for HR professionals looking for a solution that's intuitive, easy and engaging for candidates.



Innovative features...

- ✓ Dedicated interactive catalog.
- ✓ Import candidate lists.
- ✓ Export of statistical data.
- ✓ Multilingual platform.
- ✓ Multi-administrator access.
- ✓ Tablet and smartphone compatible interface.

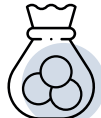
... to enhance your experience



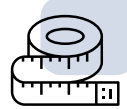
Flexibility
of use



Time
saving



Item
Banking



Adaptive
Testing



Multilingual
solutions



Stay in touch



ASSESSMENTS



TRAININGS



SERVICES

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www.talentlens.com