HOW TO ACE ONLINE GAMIFIED ASSESSMENTS

[For Candidates]

A COMPREHENSIVE GUIDE
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So, you’re a soon-to-be college graduate or a recent grad, preparing to step into the employment landscape as an intern or as a full-time employee to start a fulfilling career. We all have been there. Making that transition from student to employee is both exciting and nerve-racking. You’re closing one chapter of life and starting a new one with high hopes. However, if you are down on your luck, you may end up becoming a victim of the applicant black hole.
TRADITIONAL RECRUITMENT IS FUNDAMENTALLY FLAWED
The traditional recruitment model that solely revolves around manual resume-screening is broken. It is not only cumbersome and time-consuming but also biased and inefficient. What’s more, a simple glance at a resume isn’t enough to identify a candidate’s core competencies, skill set and personality traits.

In fact, let’s face it, it is not possible for recruiters to manually screen over a hundred resumes against a single job position. And so even as an exceptional applicant, you may sometimes not manage to hit the radar — which makes hiring a game of chance. Now even if employers use a keyword-scanning software, they cannot assess the candidate on multiple facets, thus cannot be sure about the quality of hire. Assessment beyond the resume, therefore, is imperative.

While a psychometric test may be used to measure your strengths and weaknesses, companies need a catalytic method that will springboard your excitement and passion for your job and make the application process much more engaging. For a generation that has grown up playing games, gamified assessments seem like a perfect answer.
Traditional hiring process may lead to a round peg in a square hole.
Enter 21st Century Hiring Tools: Online Gamified Assessments!
(Recruitment Games)
Recruitment games, also known as gamified assessments, are AI-powered and neuroscience-backed tests that are a reliable way to accurately predict applicants’ future job performance and evaluate different competencies and personality traits. They are truly a blessing for our generation that grew up with a controller in their hands and have had video games as a staple in their media diets. Gamification in recruitment helps you bring out your A-game. Gamified assessments are designed in a way to improve candidate experience, thus allowing you to present your true abilities and perform to your fullest potential.
It’s not surprising that 78% of the respondents, in a survey carried out by TalentLMS, said that gamification in the recruiting process would make a company more desirable.
TYPES OF RECRUITMENT GAMES

LOGICAL REASONING

ERROR CHECKING

NUMERICAL REASONING

SITUATIONAL JUDGEMENT TESTS (SJT$s$)
HIRING BECOMES A BREEZE
THE GAMIFICATION REVOLUTION
As a candidate, you must have come across long, tedious application forms — and may have abandoned them midway. You may also have faced incessant, agonizing wait when it comes to hearing from the organization.

Fortunately, with gamification, the aged and mundane application process has become much more engaging, fun, interactive and of course, faster. Gamified assessments have the unique ability, unlike any other aptitude tests, to test you against specific traits that the employer regards highly and demands from its workforce. This could include teamwork, problem-solving, critical thinking, creativity, attention-to-detail, collaborative abilities and even leadership.

What’s more, all this can be assessed in a fraction of the time that traditional aptitude tests would take, not to mention much more accurately. Upon the completion of your assessment, you also receive a Candidate Report indicating your strengths and development areas.

In essence, gamification keeps you engrossed and engaged throughout the process while also allowing the employer to discover the cream of the crop.
SERIOUS BUSINESS: IT’S NOT ALL FUN AND GAMES

You may be wondering whether recruitment games actually work. Are they effective hiring criteria or are they too much fun to be effective? Well, gamification is serious business. Leading employers like Google, Novartis, Deloitte, Accenture, Unilever and many others have already recognized this, which is why they’re harnessing the power of gamification technology to innovate their hiring process.

Gamified assessments use AI-based insights and advance analytics that provide recruiters with valuable data needed to make smart talent decisions. Using recruitment games, hiring managers can dive into the minds of candidates to test their capacity to perform in stressful situations as well as assess their ability to think out of the box. Additionally, as a candidate, gamified assessments provide you an opportunity to interact with the company even before getting your foot in the door. If you are hired, landing into the company is much smoother as you are already familiar with the organization’s culture and value and their expectations from you. You are also aligned to the company from the very first day at work.
GLOBALLY, TOP EMPLOYERS/COMPANIES ARE USING ONLINE GAMES TO HIRE TALENT
A TRUE BLIND AUDITION: COMPETE ON A LEVEL-PLAYING FIELD
Resumes or one-page summaries fail to capture what a candidate has to offer and predict their future job performance. Younger candidates may suffer because of the lack of depth in their resume. On the other hand, older candidates may face adversity due to irrelevant past work experience. Likewise, if you’re a woman, gender bias may hinder you from getting hired or making a career advancement.

In a gamified world, however, your ethnicity, gender, race or work history aren’t taken into consideration. Every applicant gets an equal chance of success regardless of their personal background and other aspects that could have been influenced by socioeconomic factors.

At The Talent Games, we evaluate thousands of data points to accurately measure your true abilities, so all individuals have a fair opportunity to shine like a star.
The Talent Games has launched a set of cognitive ability games that help you prepare for an actual employment gamified assessment. With these recruitment games, you can get a like-for-like testing experience. However, bear in mind that these games are only to familiarize yourself with these innovative kind of pre-hire assessments; they don’t necessarily reflect the difficulty of the recruitment assessment you may be asked to take by an employer.

Here comes the interesting part. Upon the completion of the test, you receive:

- A free assessment report that gives you constructive feedback
- Highlights your key areas of strengths and improvement
- Provides development suggestions and ways to improve

Want to take a practice test? Log on to

https://championyourself.thetalent.games/
PRACTICE SITUATIONAL JUDGEMENT TEST (SJT)

Most employers also include SJTs in their pre-screening tools to assess your suitability, in terms of both drive and core knowledge, using multiple-choice questions and job-related scenarios. You are presented with a realistic, hypothetical scenario and have to identify the most appropriate response or rank responses according to effectiveness.

To familiarize yourself with SJT questions, follow the links below:

https://www.assessmentday.co.uk/situational-judgement-test.htm
https://www.123test.com/situational-judgement-test/
DOES PRACTICE REALLY MAKE PERFECT?

Read this excerpt from the article ‘Ace the Assessment’ published in the Harvard Business Review by Tomas Chamorro-Premuzic, Chief Talent Scientist at Manpower Group:

“A review of 50 scientific studies with more than 130,000 participants shows that practice boosts performance on pretty much any kind of test, for three reasons. First, it decreases anxiety. As you’d imagine, the more trial runs you’ve had, the more confident and calm you’ll be when taking a high-stakes test, because the various formats and questions, as well as the entire experience, will seem more familiar. You’ll also discover what you don’t know, so you can brush up and feel more prepared. Second, practice makes proven test-taking strategies, such as skipping and revisiting difficult questions, come more naturally when the pressure is on. You’ll learn to ignore irrelevant information and make fewer errors in interpretation. And third, repeated test taking can help you develop the very qualities that employers measure. Neuroscientific evidence suggests that brain-training programs, including skill-based video games, can enhance your focus and your ability to detect patterns—skills that most aptitude testing is designed to assess.”
TIPS TO PREPARE FOR GAMIFIED ASSESSMENTS
Don’t worry if you are not a gamer. Recruitment games are simple and a non-gamer has an equal chance of performing well.
Manage time efficiently. Plan out in the beginning and allocate your time to different tasks.
A slow internet connection can ruin your online assessment. So make sure you have a strong and smooth internet connection.
Find a quiet, distraction-free environment where you won’t be interrupted.
Choose a time of day when you are most alert, so that you perform the best.
Read the instructions carefully. Employers expect your instinctive reactions to the scenarios you're presented with in the gamified assessments, so you'll not get a second chance to play.
Don't treat it like a casual game. You cannot Doodle Jump your way into the organization. It’s important to remember the game is designed to assess if you’re a good fit for the company.
Take a couple of seconds to read the question at least twice and then work your way to the end of the answer.
Make sure you are well-rested, so you remain energetic and don’t lose focus during the test.
Make sure you always provide correct information when signing up. Employers and their recruiting teams do check details to shortlist candidates for next rounds.
FAQs
(FREQUENTLY ASKED QUESTIONS)
(Q.) Are gamified assessments reliable?
Gamified assessments are valid, reliable, and fair. These games use artificial intelligence to maximize the accuracy and reliability of a psychometric assessment, and thus are proven to work 6x better than traditional assessments.

(Q.) How can I register for and take gamified assessments?
Generally, it is an employer or recruiter that invites you to take The Talent Games’ assessment in order to assess your aptitude and personality for a role.

(Q.) Can I take the gamified tests on mobile devices?
You can complete the assessments on mobile devices and tablets, but we recommend using a desktop or laptop computer for best performance.

(Q.) My test isn't working properly.
Our tests are taken online, so this could be due to a poor internet connection or may have to do with the internet browser you are using. In such a case, one of these solutions usually fixes it:

- Make sure you have a strong internet connection.
- Try upgrading your browser to the latest version.
- Try using a different browser such as Google Chrome, Firefox, Internet Explorer, or Safari.

If the issue still persists, contact us at support@thetalentgames.com

(Q.) Who should I contact if I experience technical issues?
All technical issues should be directed to support@thetalentgames.com

(Q.) When does the timer start running for my assessment?
Once you begin each test, the timer starts. You'll see the timer at the top of your screen showing how much time you have left.

(Q.) How long do I have to complete the assessment?
The Talent Games assessment consists of different tests and each test has a different time limit.

(Q.) How do I stop the timer if I need to pause the test?
If you need to stop taking the assessment midway through, please close out the window so that time does not elapse. You can later log in and resume where you left off.
(Q.) I have received a report after the assessment completion. What is it about?
Your report is put together by accumulating thousands of data points that are measured during the assessment, and reflects the unique approach you took to each of the tasks in the assessment. The Candidate Report also provides you insights into your work-related competencies, so you can learn about your strengths and development areas and get suggestions to work on them.

(Q.) Where do you get your tests from?
Our situational judgement tests (SJT) are generally prepared by our organizational psychologists while our in-house team assembles the aptitude test questions after dissecting real employer aptitude tests.

(Q.) I’ve completed the assessment but would like to take it again. Is it possible to reset or retake the assessment?
It is not possible to retake the test. However, in some cases your assessment can be reset.

(Q.) I have a question about my job application or resume.
For enquiries related to your job application or resume, please reach out to the company or recruiter that has assigned you the assessments.

(Q.) Is specific prior knowledge required?
No, you don’t need any special prior knowledge. However, we recommend that you familiarize yourself by logging on to https://championyourself.thetalent.games to get a flavor of gamified assessments.

(Q.) When should I take the test?
There is no “best” time of day to take the test. We each have our most productive time of the day when we have the most energy. Some people are morning people, who wake up with lots of energy and have a much better concentration and mental alertness during the early hours. Others are night owls and tend to be more productive in the evening.
Fortunately, one huge advantage of taking online gamified assessments is that you can take them at your own convenience, so choose a time when you’re most alert and likely to perform best.
THOUSANDS OF CANDIDATES HIRED THROUGH OUR HIRING GAMES
Let's say Hi to our new recruits.

- M Talha Tahir: LUMS Distribution
- Maz Irfan: NUST Generation
- Faira Ejaz: GIK IT
- Muhammad Najam: NED Transmission
- Munir Ali Larik: Habib University Distribution
- Neha Hameer: IBA Finance
- Simran Tareja: LUMS HR
- Syed Zahid: NED Distribution

Welcome on board. These 23 candidates have made it.
THE TALENT GAMES GAMIFIED RECRUITMENT SOLUTION

The Talent Games is one of the leading HR Tech companies that offers cutting-edge gamified hiring solutions for bulk recruitment.

We’ve now assessed 300,000+ candidates across Asia, Africa, Oceania and Europe in almost 130+ countries for more than 45+ clients.

Our AI-driven gamified assessments (candidate pre-screening tool) allow companies to:

- Attract top talent
- Improve candidate experience
- Reduce cost to hire
- Save time of recruiters
- Increase talent pool
- Boost employer brand
BRINGING SCIENCE AND FUN TO THE ART OF RECRUITMENT

For Candidates, we have compiled a few resources to help them understand the concepts of online gamified assessment.

BLOGS

11 Dumbest Mistakes Candidates Make During Online Assessments
C-Factor Gamified Assessment Platform

NEW COGNITIVE ABILITY GAMES

Practice & get your assessment scores for FREE
https://championyourself.thetalent.games/

CANDIDATE SUPPORT

For general inquiries or technical assistance, feel free to write us at: support@thetalentgames.com

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