The Chally Assessment

The Chally Assessment is based on extensive actuarial research. The database includes profile results and measures of performance for over 1,000,000 incumbents and candidates in sales, management, and specialized functional positions. Chally has completed over 400 validation studies and continues to leverage state-of-the-science techniques for new clients to accurately predict on-the-job performance.

Beyond Describing to Predicting

The Chally Assessment focuses on predicting success on the job rather than describing broad traits like “extroversion.” We have researched and developed scales that measure the specific skills and behaviors needed to be successful on the job. It may be interesting to know a candidate’s energy level, for example, but it is critical to know that the sales candidate can successfully prospect, resolve objections, and close.

This approach has led to identifying specific skill requirements for different positions. The skill sets required for a Strategic Account Manager, for instance, are different from those needed by someone in Inbound Telesales, even though they are both sales positions. This approach is true for sales, management and other leadership positions.

Predictive Assessments Features

- Description of “on-the-job” behavior rather than abstract “good guy characteristics”
- Validated Profiles
- Quantified (numerical) Skill Measures
- Coaching Tips for Weaker Skills
- Hidden (not obvious) scored items and built-in validity scales

Predictive Assessments Benefits

- Objectively pinpoints only the skills for the specific position that affect bottom-line results
- Focuses on specific behaviors that affect results, and that can be observed and coached
- Predicts actual level of performance in comparison to present force; provides firm instead of vague or hedged recommendations
- Provides immediate targets for development based on recommendations from top performers
- Discourages attempts to manipulate the test results
- Adjusts scores of “fakers” to better reflect actual on-the-job behaviors