![Chally]

The Chally Assessment provides insights into the natural aptitude of each assessment taker. The Chally provides data to inform selection, development, sales transformation decisions and restructuring decisions.

- Built for the future of selling
- Based on extensive ongoing research
- Library of competencies
- Measures sales, service & leadership aptitude
- Available online 24/7
- Cloud-based and optimized for mobile devices

The Chally assessment is based on extensive and ongoing research. 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. The assessment has been completed by +1 million respondents and our global, normative database includes results for over 500,000 incumbents and candidates in sales, management, and customer-facing positions.

Beyond Describing to Predicting

We focus 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 an Account Manager, for instance, are different from those needed by someone in Outbound Inside Sales, even though they are both sales positions. This approach is true for sales, management, and numerous service delivery positions.

Predictive Assessment Benefits

- Describes likelihood of on-the-job behaviors rather than abstract characteristics
- 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
- Substantially improves selection accuracy over existing methods
- Predicts actual level of performance
- Provides clear recommendations concerning fit for specific roles
- Provides immediate targets for development
- Discourages attempts to manipulate the test results
- Includes a "candidness" scale so you understand how open or guarded the respondent was