

ROLE-FOCUSED ASSESSMENTS

Early Careers – Hiring

Help Your Organization Adapt, Evolve, and Lead Through Change

Future-proof your organization with our new, Job Specific Assessment Tool: **Early Careers – Hiring**

Artificial Intelligence (AI) is transforming the world of work, changing what employers need and how careers begin. As technology, industries, and job expectations evolve faster than ever, traditional education and training often struggle to prepare young people for the realities of modern workplaces.

Pearson's research program has identified the key skills that predict success in today's fast-changing, technology-driven environments. The Early Careers – Hiring Assessment helps you understand and measure these essential capabilities, enabling organizations to identify potential, support development, and build confident, work-ready talent from day one.

Early Careers – Hiring Benefits

- Short – Approximately 30 minutes
- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- Enables informed talent acquisition decisions

Languages

US English

Norms

General Population

Our innovative Early Careers – Hiring Assessment measures the following:

- 1 Adaptability** – Adjusting plans, goals, and priorities in dynamic situations. Seeing when course correction is needed and readily changing as needed.
- 2 Continuous Upskilling** – Showing enthusiasm for gaining new knowledge and skills even before these are needed and proactively acquiring them.
- 3 Creative Problem Solving** – Generating novel ideas and going beyond conventional parameters to innovate, instead of forcing familiar solutions.
- 4 Cultural Versatility** – Understanding the needs, customs, and values of others. Questioning own assumptions and actively working to overcome these.
- 5 Interpersonal Savvy** – Showing keen insight into others' motivations and tailoring approach to influence others and get what is needed to succeed.
- 6 Resilience** – Staying composed under stress and developing constructive solutions. Not being paralyzed, absorbing setbacks in stride, and maintaining perspective.
- 7 Everyday Reasoning** – Following logical reasoning processes in spite of uncertainty, identifying the most plausible explanation, next event in a sequence, or best option based on limited information or data.

Contact us to explore how Pearson's suite of assessments can future proof your workforce.



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

go.pearson.com/work