

**RAWAJ**  
رواج تطوير الموارد الإدارية

# TALENT ASSESSMENT CENTER



Visit Our Website  
[www.rawaj-hcm.com](http://www.rawaj-hcm.com)





# RAWAJ

HUMAN CAPITAL MANAGEMENT

## WHY RAWAJ?



**10+**

Global Partners



**70+**

Hiring & outsourcing  
Project



**190+**

C- Suite Hired



**200+**

Employers



**20+**

Consultation Projects in 6  
countries in the MENA Region



**95%**

Retention Rate

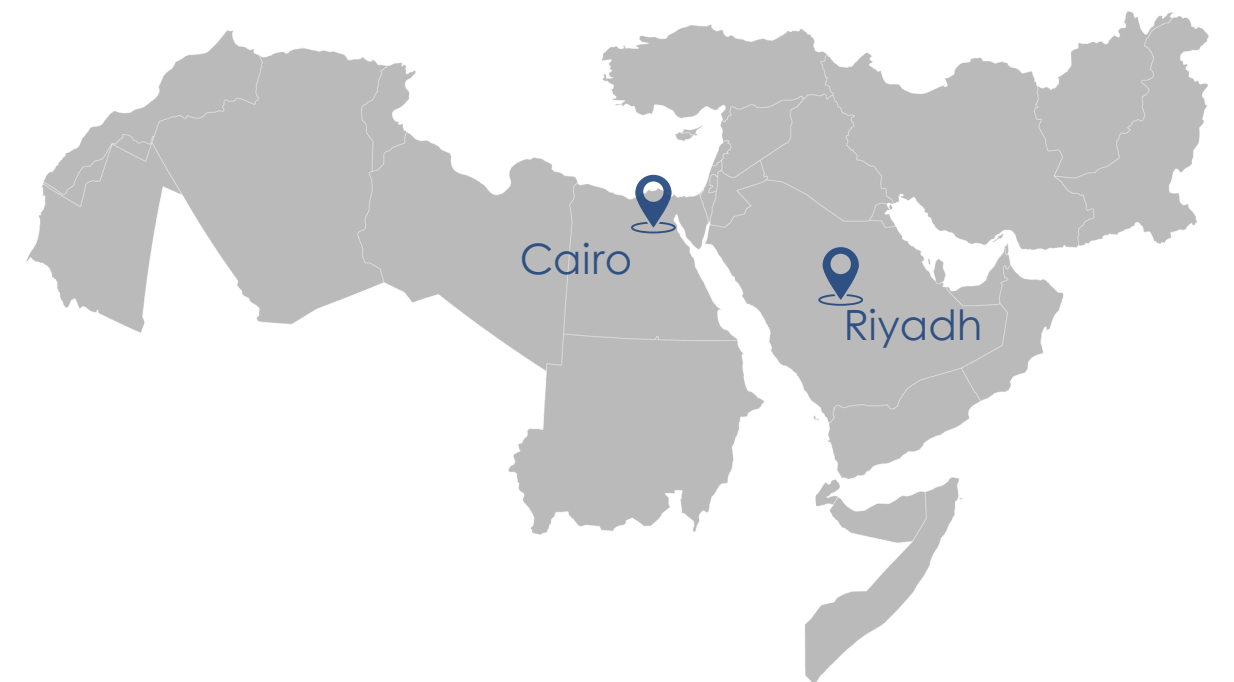


**25+**

Assessment Centers

## 16 Years Of Excellence

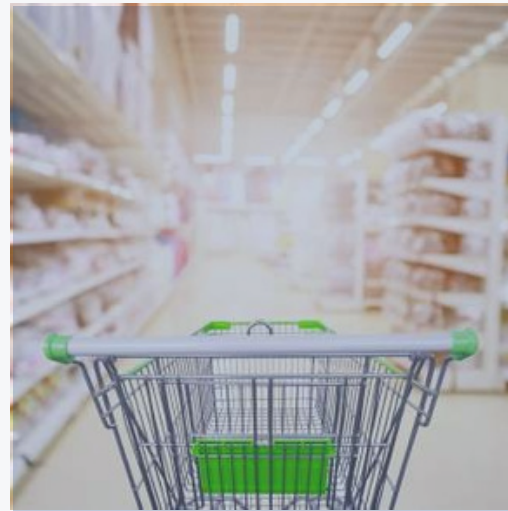
KSA & EGYPT



::::: **SUBJECT MATTER EXPERT IN:**



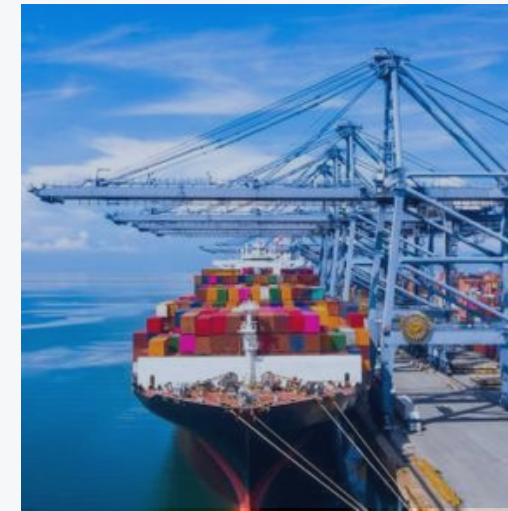
EPC



Retail & E.commerce



O&G



Maritime



F&B



ICT



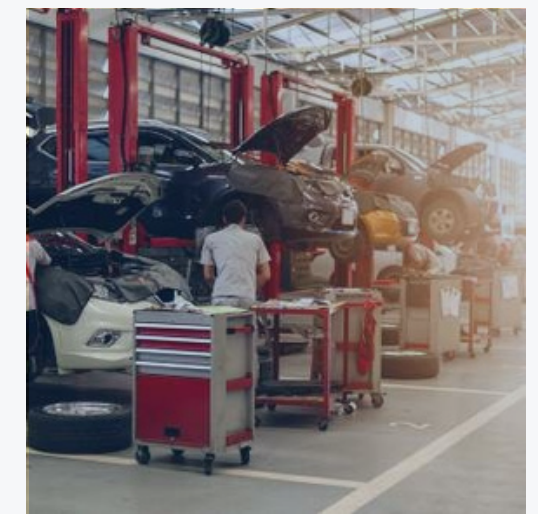
Green Energy



Hospitality



Facility Management



Automotive



# OUR SERVICES

Elevating Your Talent Search to Global Network



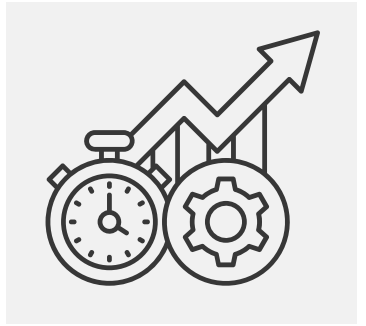
Executive Search



HR Consultation



Recruitment & Outsourcing Services



Lean Hiring Process Engineering



Talent Assessment Center



Assessment based training



Jesr Talent Factory



DNA Sales Program





# RAWAJ

HUMAN CAPITAL MANAGEMENT

## UNLOCK YOUR WORKFORCE POTENTIAL

At Rawaj-HCM, we understand that having a comprehensive understanding of your workforce is crucial for your business to succeed. That's why we have developed our Talent Assessment Center to help you make data-driven decisions and achieve optimal results.

Contact





## UNLOCK PEAK PERFORMANCE WITH SCIENCE-BACKED TALENT STRATEGIES





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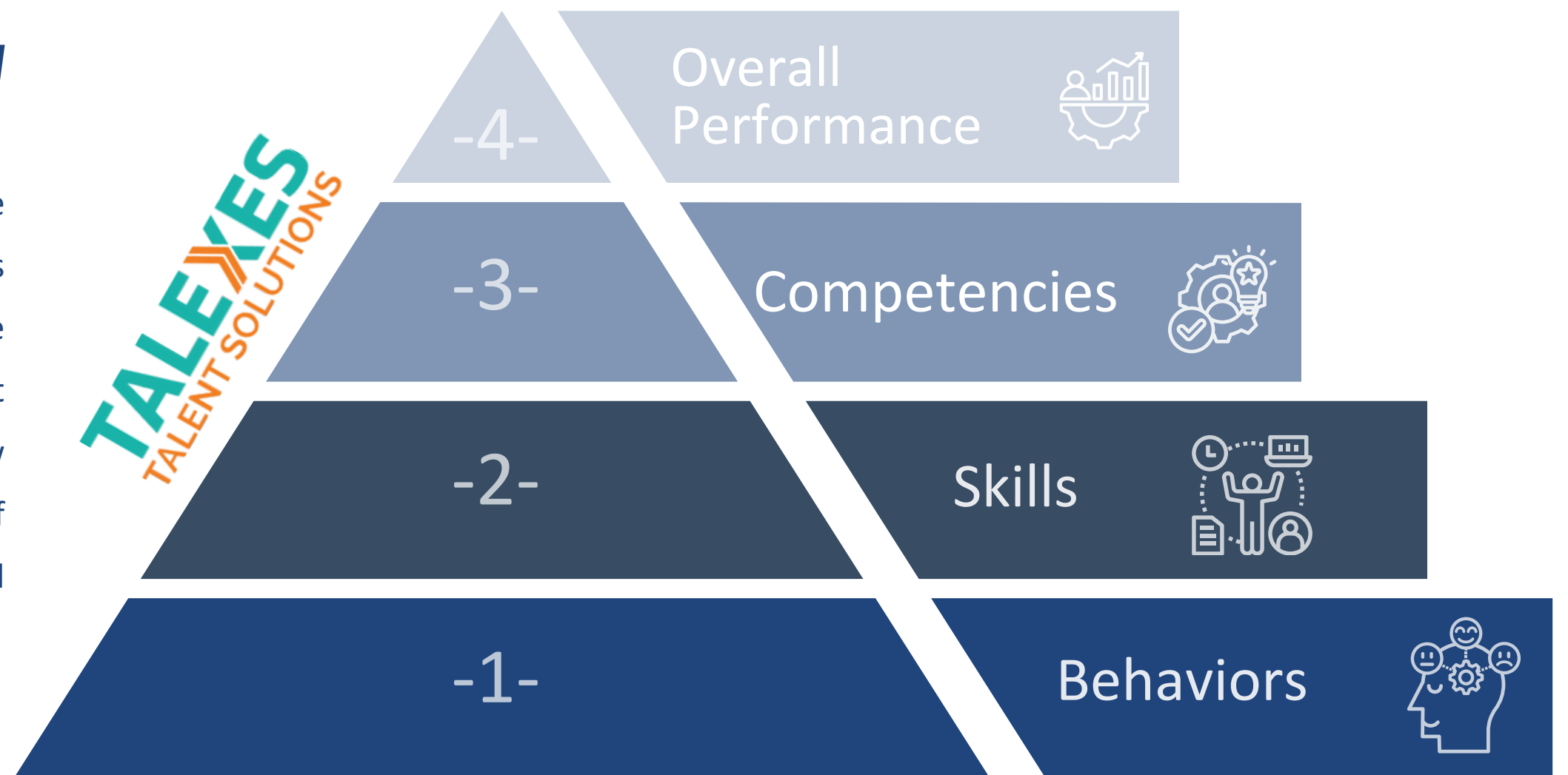
**TALEXES**  
**TALENT SOLUTIONS**





## Our Methodology

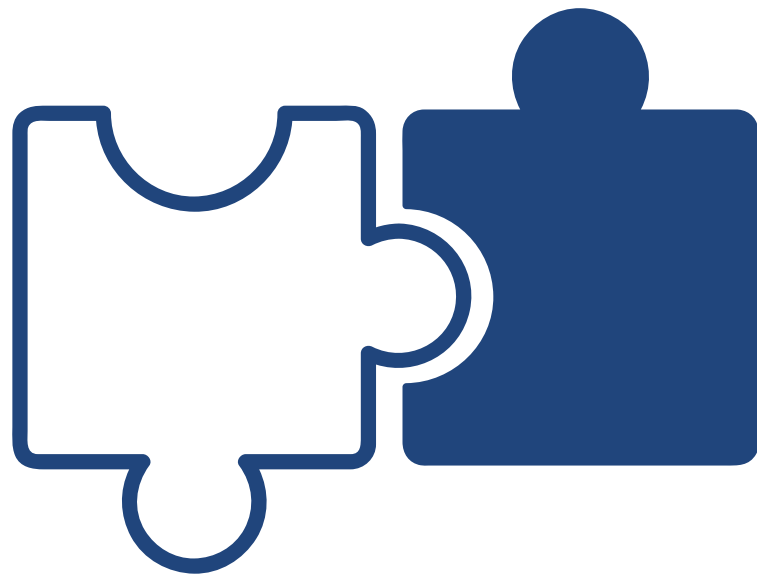
Our tool has been ranked from the Top Ten Performance Management Solutions of 2018 according HRTech Outlook's magazine; due to our exceptional commitment for improving the performance management space via our state-of- the-art assessment technology. HRTech Outlook honors a select few every year, and Talexes is thrilled to be a part of an elite group of companies that are all devoted to improving the talent and performance management spaces.





## Talexes Talent Assessment Solutions

OUR TOOLS VARY AND COVER DIFFERENT LEVELS AND NEEDS OF EMPLOYEE LIFE CYCLE.



TALENT + ASSURANCE = **TALEXES**  
TALENT SOLUTIONS

Pre-Employment Assessments for selecting Talent rather than mediators



Job matching for your mid-level workforce



Newest Comprehensive Job Fit Assessment



Next-Gen Approach to Sales Development



Executive / Leadership Development System



## VISUAL SAMPLES FROM ASSESSMENT REPORTS

### TalassureMX\_SampleS\_Summary

Printed on 06/20/2023

#### Summary - Sarah Sample

##### Generic Sample

Job Match

**89%**

Minimum Job Match selected 75%

The Distortion score is 8.

##### Thinking

REASONING ABILITY

5 6 7

##### PERSONALITY

MANAGEABILITY

5 6 7

COMPETITIVENESS

3 5 6 7

PEOPLE CONTACT

4 5 6 7

SENSE OF URGENCY

5 6 7 8

ATTITUDE

3 4 5

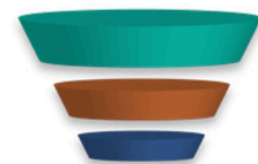
TAKE CHARGE

5 6 7 8

##### Thinking

##### Top Interests

There is a total of six Occupational Interests. They are Creative, Financial, Mechanical, People Service, Sales / Business, Technical. The top three Interests are displayed for Sarah.



TECHNICAL - 7

SALES / BUSINESS - 6

FINANCIAL - 5

#### Sarah Sample



#### Talent Summary

Ms. Sample earned an average score on the Reasoning scale. She should have the capacity to learn and apply most new information with little difficulty. If particularly complex training is required, she may need some extra guidance.

Ms. Sample is interested primarily in the Technical, Sales/Business, and Financial themes. She is interested in intellectual pursuits, such as science and research, and she probably searches for well-researched ways to improve her sales and persuasion techniques. Furthermore, she understands and appreciates the need for effectively managing information flow and following best practices.

Ms. Sample generally recognizes the importance of rules and regulations, and she heeds them to a reasonable degree. She does not approach every task or project as a contest which must be won. She understands that teamwork is, at times, necessary for producing optimal results.

Ms. Sample has a very high energy level, and she prefers to perform at a fast pace. She may feel uncomfortable with changes in policies and guidelines until they prove to be warranted. Having a strong desire to be in charge, she will attempt to influence the direction and activities of the group.



# VISUAL SAMPLES FROM ASSESSMENT REPORTS

## Talassure MX\_Sample S\_Job Fit



### Job Fit Report

Sarah Sample

Assessment Completed: 12/28/2015  
Report Printed: 06/20/2023



Sarah Sample

#### » Job Fit Report - Sarah Sample

The purpose of this report is to identify which jobs Ms. Sample has the best fit. Whether you are doing workforce development, succession planning, or career pathing – this information can be utilized to establish a path for Sarah. This is important for employee satisfaction, as well as positive organizational growth. Knowing where people may fit in the future can also assist in the building of effective training and development programs.

Your organization has developed customized Success Patterns for several positions in the company. This list shows how Sarah Sample matches the Success Patterns for these different positions.

This report only provides a Job Match Percentage. Before you make any decisions, you should view the appropriate report(s) for Ms. Sample.

Success Pattern	Job Match %
NW Regional Manager	89%
Regional Director	88%
Sr. Regional Manager	77%
Sr. Team Leader	71%
Corp. Team Leader	63%

The distortion score for Sarah Sample is 8.

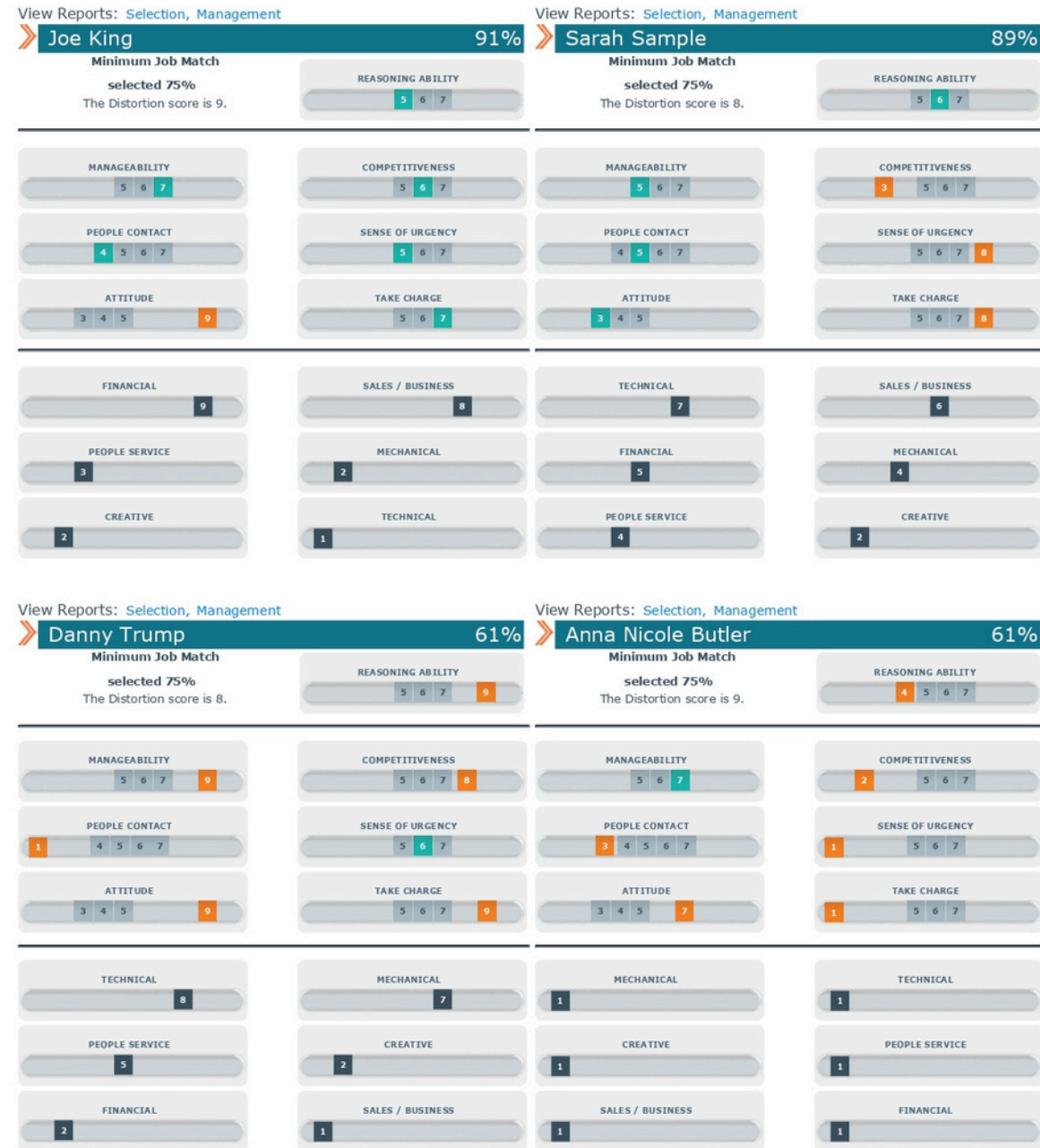
The Distortion score shows how candid the individual was while taking this assessment. The range for this scale is 1 to 9, with higher scores suggesting greater candor.

Assessment results should only be a part of the information used in the placement process. For more details, please refer to the Talassure User's Guide.



## VISUAL SAMPLES FROM ASSESSMENT REPORTS

### Talassure MX\_Talent Comparison





# OUR CLIENTS

**AECOM**

**ABB**



**DAMAC**  
LIVE THE LUXURY



العالمية -  
INTERNATIONAL  
MARITIME  
الصناعات  
INDUSTRIES  
البحرية



**HITACHI**  
Inspire the Next



# OUR CLIENTS





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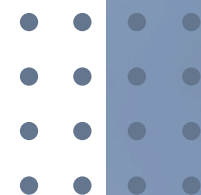
HUMAN CAPITAL MANAGEMENT

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Cairo, Egypt  
Phone: 0109 666 0222 - 0128 120 9926



**Thank You**  
For Your Attention



*Thank you*

*Thank you for considering Rawaj-HCM as your trusted partner in human capital management. We look forward to working with you.*

**RAWAJ**

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*Rawaj-HCM Team*