

TALECTION

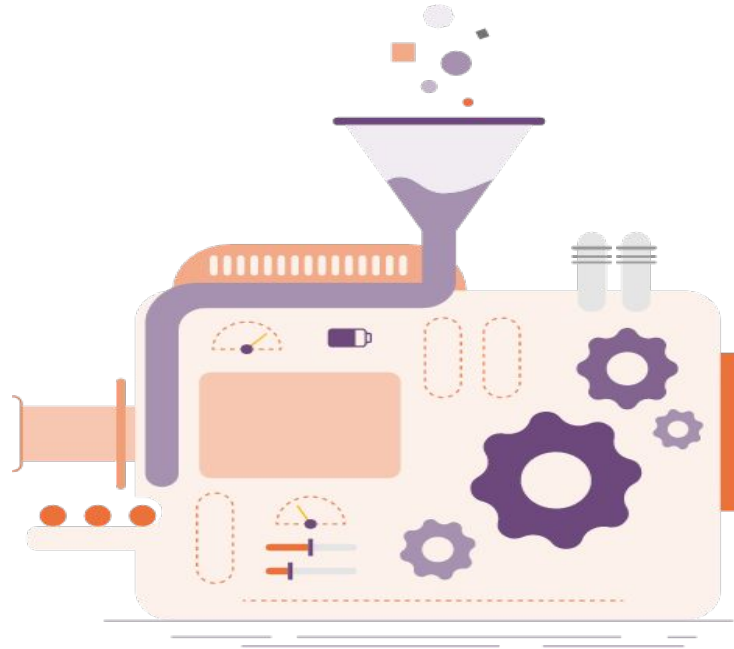
**Digitizing Talent Selection (Management) with Digital
Twins and Smart Algorithms**

The Solution

Digital EMPLOYER Twins



(Job Record)



Digital EMPLOYEE Twins



(Personal Record)

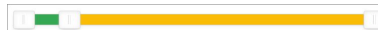
The Match Maker: AI Driven and Bias Free

The Solution: Nutshell

Digital EMPLOYER Twins

1) I have a reserved and cautious attitude toward life ○ ○ ○ ●

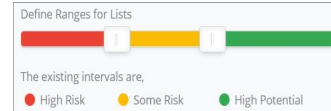
2) When I go out with other people, I'll do what they suggest, even if I feel like doing something else ○ ● ○ ○



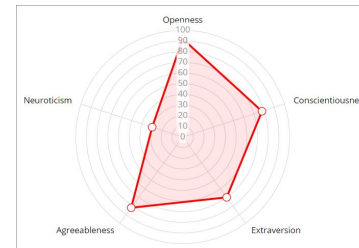
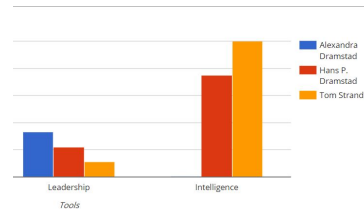
● I identify myself with organizations where people are included as trusted and empowered members and are given regular feedback and recognition of achievements.	0%
● I accept as true that organizations characterized by people "feeling safe" (anti-blame), high amount of learning, testing unconscious assumptions that change the status quo, will experience success.	13%
● I believe organizations are a place to get "the job well done" and a place people are "feeling challenged"	87%
● I expect organizations to set reasonable expectations to the people and to be consistently strict with the formal procedures.	0%

1. No clear nor consistent Vision in place and shared with relevant people	<input type="checkbox"/>
2. A shared Vision in place and documented, basic strategy in place - but with limited follow up	<input checked="" type="checkbox"/>
3. A shared Vision truly owned by all involved parties, a clear strategy and follow up with KPI regime in place	<input type="checkbox"/>
4. An adaptive Strategy in use and played out with strategy scenarios and with a continuous improvement regime in place	<input type="checkbox"/>
5. Vision and Strategy considered best-practice in industry vertical, dynamically adapted to new opportunities, innovations and market fluctuations	<input type="checkbox"/>

<input checked="" type="checkbox"/> Intelligence Intelligence (Fluid and Crystallize...	<input checked="" type="checkbox"/> Maturity Links JD Maturity with PP Personal...
<input checked="" type="checkbox"/> Organization Links JD Organization Style with PP...	<input checked="" type="checkbox"/> Role Links JD Team Role to Personality a...
<input checked="" type="checkbox"/> Strategy Links JD Strategy with PP Personal...	<input checked="" type="checkbox"/> Task Links JD Task Pattern with PP WEP



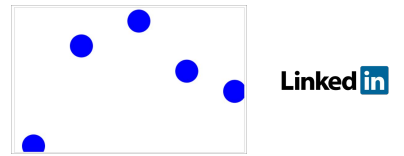
High Risk (0 - 30) ●	Some Risk (31 - 52) ●	High Potential (53 - 100) ●
 (1) Alexandra Dramstad Score: 23.24 Gender female born null in and living at in NO	 (1) Tom Strand Score: 51.01 Gender male born 21.Nov.1960 in Oslo and living at Oslo in NO	 (1) Hans P. Dramstad Score: 53.57 Gender male born 12.Jan.1967 in Bode and living at Nesodden in NO
Nmb. Candidates: 1	Nmb. Candidates: 1	Nmb. Candidates: 1



Digital EMPLOYEE Twins

1) I worry about things ○ ● ○ ○ ○

2) I get angry easily ● ○ ○ ○ ○



Select (click on) an Option to complete the Pattern below...

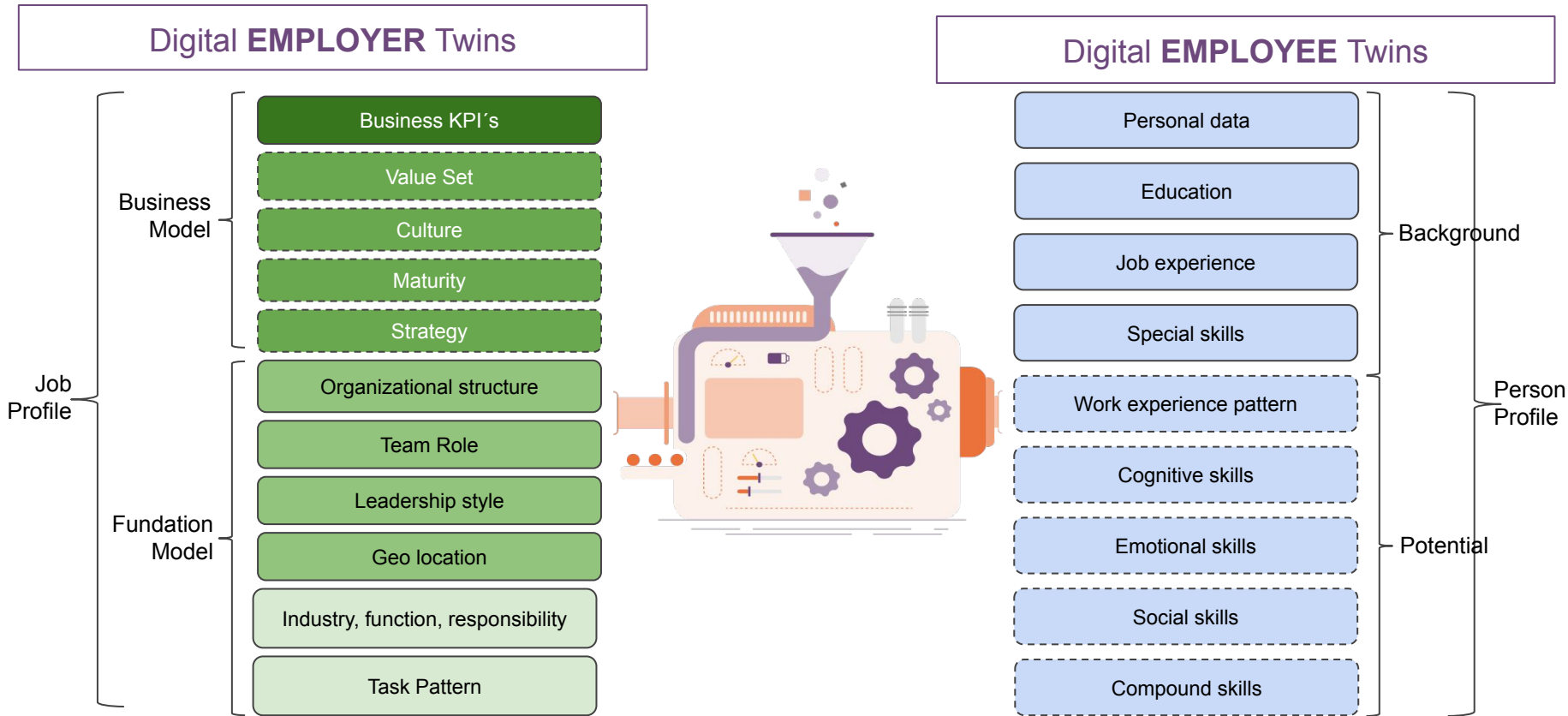
○	□	△
▨	△	○
△	▨	?

Choice of Options

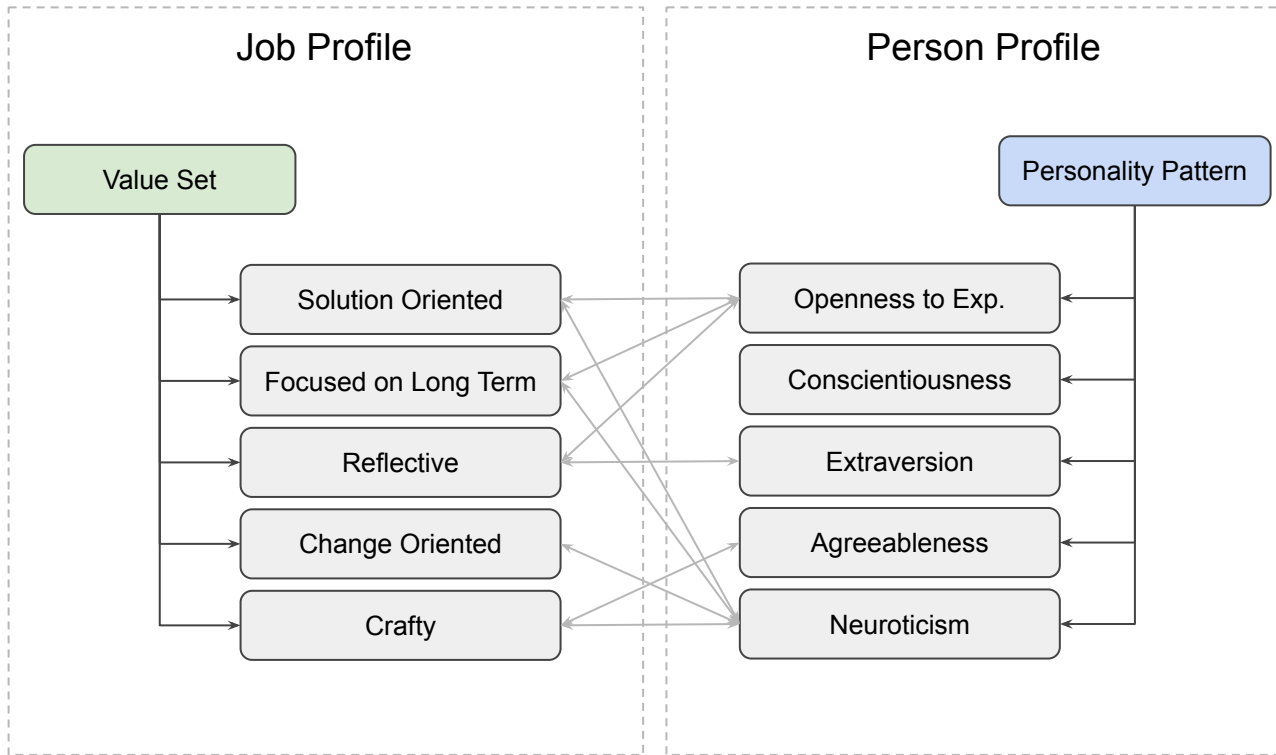
□	○
▨	△
△	▨



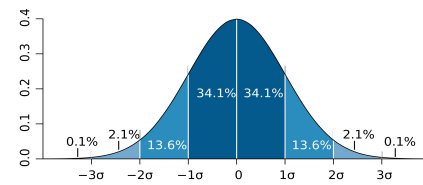
How it Works, 1



How it Works, 2



Value	Ocean
Solution Oriented	O+, N+ (2)
Focused on Long Term	O+, N+ (2)
Reflective	E-, O+ (2)
Change Oriented	N-, V+ (2)
Crafty	A-, N- (1)
...	...



Solution: Services Individuals



Tests & Self-Awareness: Build Self-Awareness through Tests and Games!

Take these free, scientifically validated tests and games and build self-awareness (personality, intelligence, skills, patterns etc.).

[GOTO TESTS](#)



Index: Do you have what it takes to succeed as a Founder or Sales person?

Take the TalEction tests and find how you measure up against the best founders or sales professionals in the market using the TalEction Index's.

[GOTO INDEX](#)



Digital Twin, Smart CV: Create your digital twin!

Access the full power of the TalEction platform, create a user and start building your digital twin and smart CV today.

[GOTO DIGITAL TWIN](#)



Career Advice & Simulations: What choices to make to excel at work!

Based on tests, games and assessments - run simulations to get advice on career choices to make.

[GOTO CAREER ADVICE](#)



Invest in yourself!

Empower your smartness!

[CREATE USER](#)

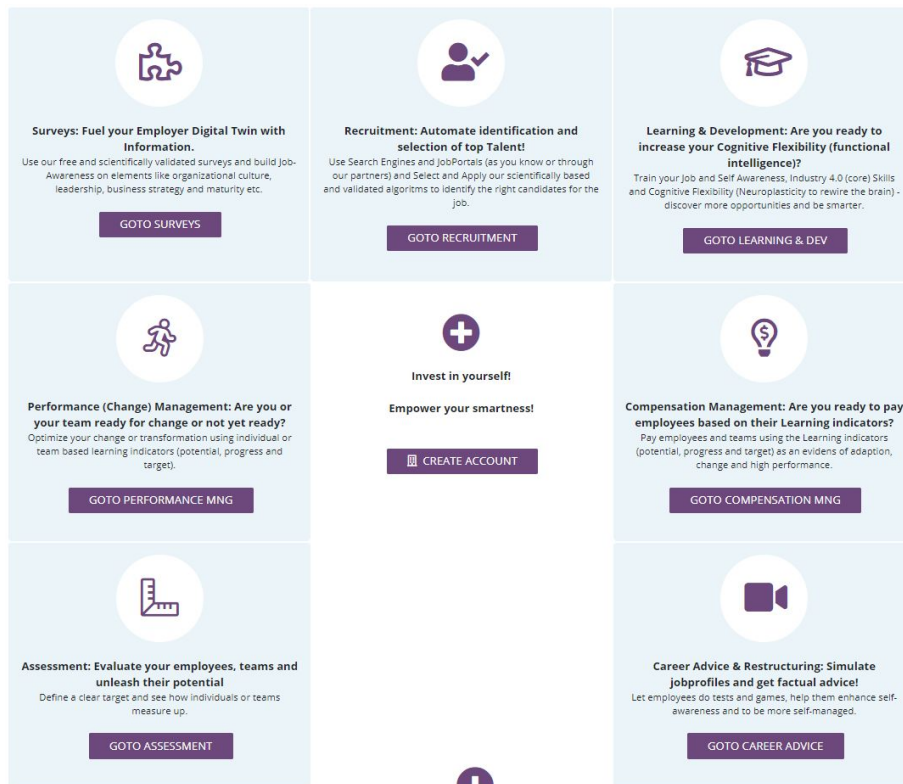


Friends-/Crowd Recruiting for you and your connections (under development)!

Leverage the full extent of the platform to find dream jobs for your friends and connections; and make money doing it.

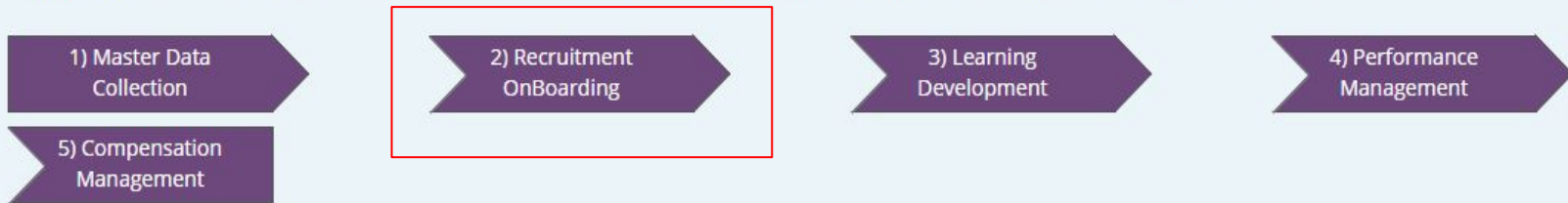
[GOTO CROWD RECRUITING](#)

Solution: Services Company



Solution: Recruiting

The solution can be used as an **End-to-End** solution (as given in flow sequence below) or you can go in a **select the individual Steps and Elements** you need for a specific purpose ex. if "You want to do a candidate selection based on culture fit alone" or "You want to assess a team for change readiness".



You can off course also choose to **just use...** the test module to run a personality or fluid IQ test, run a batch of games, create a soft skills training program for a team etc. The TalEction is very **flexible and adjusts** to your needs.

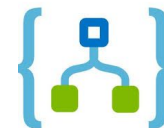
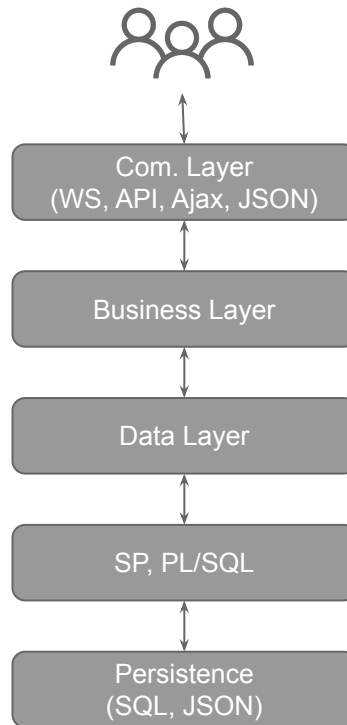
Recruiting,

Job Analysis & Job Profile >> Branded Landing Pages >> Categorized Profile Lists (green, yellow, red) >> Automatic Screening >> Selection (green) >> Onboarding. (gamification skills training - sharing monthly) >> 5. eNPS - closing the data-loop (does it work?)

Solution, Technology



- Microsoft Development and Technology Partner.
- Native Azure Cloud Solution.
- Microservices based Architecture.
- SSL, Double-Encryption & GDPR Native.
- Responsive.
- AI - Algo.



TALECTION

The Matchmaker: Solving BAD HIRES with Digital Twins and Smart Algorithms

