

Enhance your talent assessment process with a contemporary, high performing solution



Simple to use and cost-effective, the e-Guide helps you in **preparing structured interviews quickly**, asking the right questions and calibrating candidates fairly and objectively.



Empower your hiring managers with the skills and confidence to make impactful recruitment decisions accessing a bespoke **web-based solution**.



Modernize your recruitment practices and discover this « plug and play » solution for an **immediate improvement** in your hiring decisions. Decisions which are value-generative to your company by onboarding the right talent.

How does it work?



- ☑ Based on the specified role and level of the position you are hiring for, the system recommends **behavioral competencies leading to superior job performance**.
- ☑ You can add criteria to validate **skills, knowledge, learning ability, or your company culture fit**.
- ☑ Choose targeted behavioral questions and allocate them to interviewers to ensure a **structured and efficient recruitment process**.
- ☑ **Publish your customized forms in one click** providing you all the necessary information to lead successful interviews, including behavioral indicators to rate candidates.
- ☑ **Manage your interview forms** by either saving the published documents or accessing your editable templates in the system to save time for the next round of interviews.
- ☑ **Create interview reports after your interviews**. Using a created template, select positive and negative behavioral indicators and add comment to create a Report.
- ☑ For PI users, speed up the process leveraging on the job assessment (PRO) and candidates' PI to **generate recommendations and PI® PRO fit gap questions**.



Streamlining the world's most effective assessment method, the CATIL e-Guide is a powerful yet user-friendly solution enabling your managers to hire with consistency and to identify talent better, faster.

Contact us for a free trial: info@akpartners.net

Customized solutions

The CATIL e-Guide can be adapted to your competency model, leadership framework and integrated with psychometric tests.

- ☑ **Are you using PI® and LI?** Choose the CATIL e-Guide with PI PRO fit gap and learning ability questions adding further value to your recruitment process.
- ☑ Are you looking for an **independent web-based solution**? Try the CATIL e-Guide with the Function Catalog whereby you can benefit from over 130 functions mapped to our 26 competency inventory.
- ☑ **Your leadership framework** is THE cornerstone of your assessments? Contact us how to integrate your most critical competencies while fully leveraging on all the assets that the current guide offers.



Key Features

- ☑ Template creation in **less than five minutes**
- ☑ Three interview forms adapted to different interviewer styles
- ☑ A calibration matrix summarizing all **critical criteria** against candidates
- ☑ Web-based solution, available in **17 languages**, including the most widely spoken languages in Europe
- ☑ Adherent to the Equal Employment Opportunity Commission guidelines
- ☑ **Compliant** with relevant electronic data protection laws
- ☑ International support **network** of CATIL licensed Trainers & Consultants
- ☑ Best Practice: follow the **CATIL® Interview Techniques Workshop** and discover the CATIL methodology for a systematic and efficient probing of required competencies.

What our clients say

Endorsed by some of the world's most successful companies, which recognize it:



- ☑ **saves time** and resources preparing interviews for meaningful dialogues;
- ☑ **reinforces partnerships** between HR and line management through a collaborative process;
- ☑ **ensures objectivity** by benchmarking applicants against job profiles consistently;
- ☑ **improves skills** of your managers in assessing talent;
- ☑ **enhances candidate experience** with a valorizing interview experience;
- ☑ **builds your employer branding** with professional execution, and;
- ☑ **identifies potential** of your candidates and allows for preparation of development plans much earlier.