PRACOWNIA GIER SZKOLENIOWYCH

Competence Game™

The development and implementation of an on-line game to assess professional competencies of (future) employees

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WHY was the game developed?
challenges adressed by the game

HOW does the game work and how is it applied by organizations?

WHAT what are our learnings from the process of developing and implementing the game?

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WHY

The challenges adressed by the game

You are looking for a new team member to join your department. What selection tool would be the most valuable source of information about the candidate for you?

A) The candidate's CV to analyze his experience containing false information
B) Meeting the candidate time consuming
C) Psychological tests declaration based
D) Assessment Center time consuming and costly

What is the optimal tool to support the selection process of candidates for the job?

COST-EFFECTIVE

ACCURATE METHODOLOGY/MEASURMENT

TIME-EFFECTIVE

RELIABLE RESULTS
Behaviour not declaration

FITTING THE WAY WORKLPACE CHANGES
New challenges: millenials, technology, gloablization, fight for talents

BYRON REEVES
J. LEIGHTON READ
TOTAL ENGAGEMENT

How did we create the Competence Game

- 2-year research and development project (EU funding)
- Partnership of PGS, University of Gdańsk, IOCUS
- 1500 people testing the tool during the research phase
- comparative research: the game and the AC DC method
- accuracy indicator 0,81

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HOW IT WORKS

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Gry online – przełom w diagnozie kompetencji

Skutecznie podnosimy efektywność rekrutacji

ZOBACZ CZYM JEST COMPETENCE GAME

In total, there are twelve competencies analyzed

DEFINING AND ACHIEVING GOALS

- Knowing your objectives
- Planning and taking actions based on objectives
- Overcoming difficulties, flexible approach to problems
- Realistic assessment of performance and corrective actions

SYSTEM THINKING

- Depending perception, drawing logical conclusions and making rational decisions
- Readiness to ask questions , search for knowledge, striving to understand the situation
- Presenting proactive approach, striving to effectively influence the situation and surroundings
- Examination of the issues in different time perspectives, both short and long - term

CUSTOMER ORIENTATION

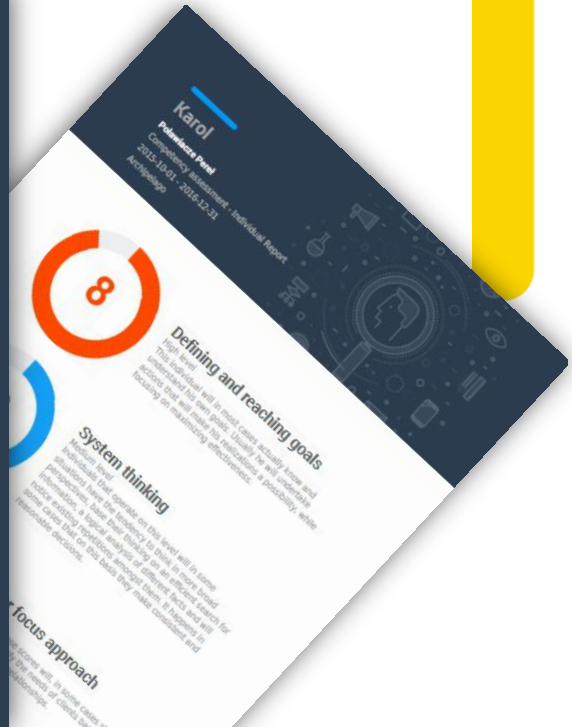
- Acqusition and updating of knowledge about the market
- Research and precise identification of customer needs, current assessment of changes in them
- Positive attitude to the customer, willingness to cooperate
- Satysfying customer needs, flexibility in operation

The game results in reports

For the manager and the HR department

For the player

Team report comparing the candidates' results



CASE STUDIES

Ministry of Science and Higher Education
Republic of Poland

TransFormation.doc

Selecting young scientists (out of 770 applicants) to take part in free training in academic centres all over the world 2015 r.

„Thank you for this selection process. I took part in something like this for the first time and I find this experience very interesting. It will for sure help me in future efforts to obtain grants and projects. Good luck with other games!”

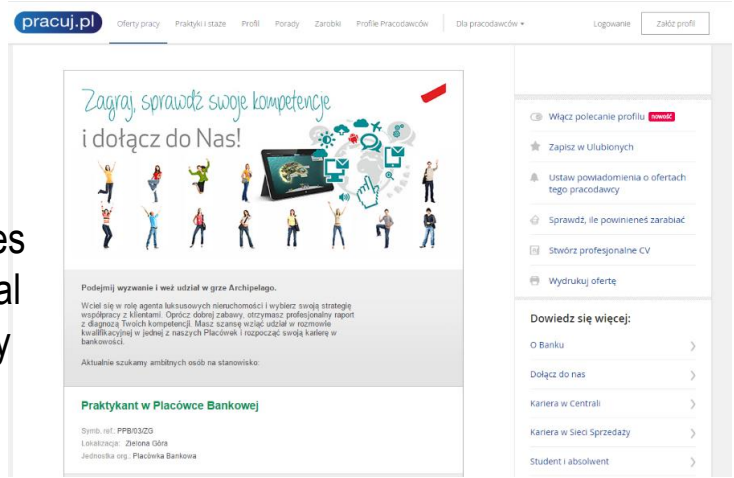
TRANS FORMATION .DOC

CASE STUDIES

CREDIT AGRICOLE

Nationwide selection for bank jobs

„I liked that the game surprised me many times and I couldn’t foresee what to expect. The final report was icing on the cake! I read it carefully and I find the information very helpful. I will eagerly use them in other recruitment processes.”



CASE STUDIES

MERCEDES
profiling and benchmarking

„Competence Game meant for us lower costs than the assessment center method. We could adapt the game to our profiles and needs. What we achieved thanks to implementing the game was setting high recruitment quality and lowering retention in the company. And it helped a lot in decision making about selecting candidates.”

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WHAT WE’VE LEARNED

Real savings

In comparison with **Assessment Centre**

Increased possibility to find a candidate **who perfectly meets the company needs** and reduced risk of having **to conduct another recruitment**

=

* Estimated cost of job advertisement, time of recruitment specialist and 3-month trial period

LEARNINGS

- **Digital games do measure competences**

- **Cautious selection of competences to measure is crucial for obtaining accurate and reliable results. Therefore the results of comparative research (game vs assessment centre) are a good indicator of the accuracy of the tool.**

- **Gender/gaming experience/digital literacy don't influence the game results.**

- **Virtual assessments seem very promising as working in virtual teams is getting more and more common and digital literacy is very high within the new generation arriving in the labour market.**

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GAME DESIGN/ GAME-BASED TRAINING PROGRAMMES

www.pracowniagier.com

EXPERIENCE CORNER

INTERACTIVE TOOLS FOR FACILITATORS

www.experiencecorner.com

Competence Game™

VIRTUAL ASSESMENT

www.competencegame.com

THANK YOU,

Let's get in touch

jagoda@pracowniagier.com

Competence Game™

Tool Applications

Recruitment of sales departments employees, especially from the Y generation

Competence Game™

Why is it worth?

An original and engaging tool

Real saving (of time and money)

Simple handling – intuitive panel

Builds positive Employer Branding

Original and engaging tool

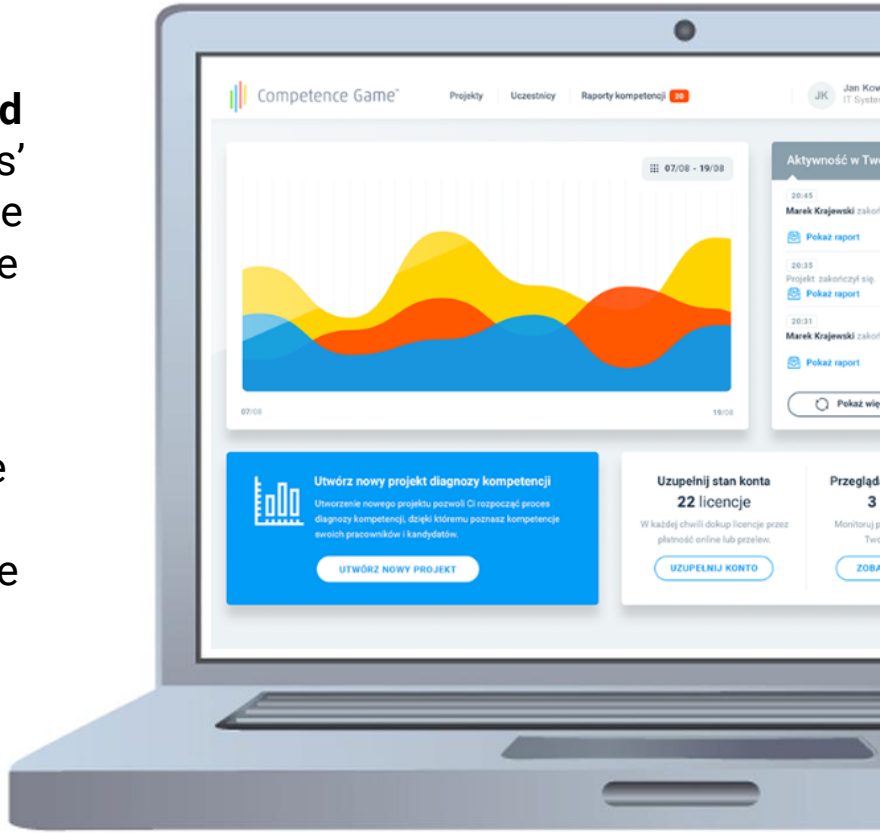
The recruitment process is conducted in **the natural environment of the Y generation**, i.e. the online world. It enables the candidate **to engage fully and demonstrate his/her potential.**

From the employer's perspective it is a unique opportunity **to distinguish his job advertisement** among the competitors' ones and **attract candidates' attention!**

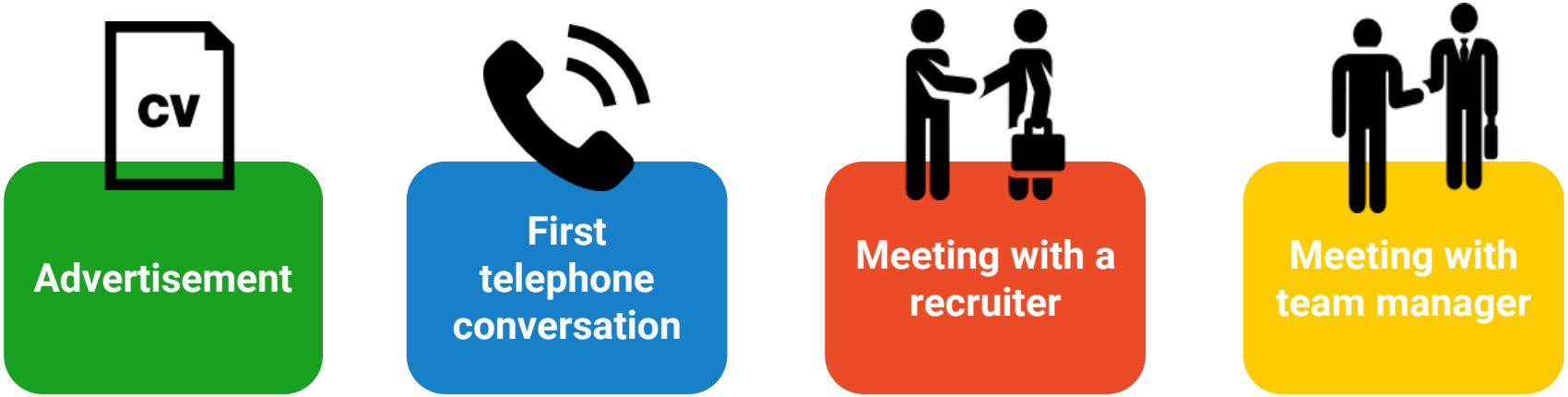
Simple handling

The handling of the panel is **simple and intuitive**. Information about candidates' results can be easily downloaded in the form of a report, viewed online or in the form of an excel file to compare the results of all the candidates.

That is why Competence Game can be easily used **in every stage of the recruitment process** as well as in more individual undertakings.



Builds positive Employer Branding



Recruitment by using Competence Game can be communicated in all the stages and therefore it helps build the image of the employer who **is engaged in the selection of the best employees, who promotes innovative solutions** and who offers an exceptional benefit for the participation in the recruitment process in the form of **a competence report*.**

*Report from the game is available for the candidate and can be used for his/her further individual development

Competence Game™

Not only a recruitment tool!

This tool can be also used in such internal HR processes as:

Supporting **talent development programs**

Evaluation of competencies of **existing teams** and support in the selection of training cycles

In-house activities supporting **employees' individual development**

Competence Game™

360 degree feedback before, after and during the project

4 types of support in tool implementation

Technical assistance (contacts with IT department, etc.)

Included in the price

Analysis of reports Webinar with a Pracownia Gier trainer

Included in the price

Half-day workshop to perform report analysis for managers + HR

Additional costs

Consulting Creating an interesting job advertisement, promotional materials etc.

Additional costs

If you have more questions

Write or call us!

We will be glad to help you select the package that fulfils your recruitment needs best!

+48 22 468 85 52
9:00 - 17:00

biuro@competencegame.com

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SZKOLENIOWYCH

We have worked with

CRÉDIT AGRICOLE

Mercedes-Benz

MICHELIN

AXA

MetLife®

JTI