CLOSING THE SKILLS GAP

LEVERAGING BEST PRACTICES IN HR TO PREPARE STUDENTS WITH STRONGER PROFESSIONAL READINESS.

AmIJobReady.com | The Ultimate Job Readiness Experience

psi PAN a psi business
FREE Account
About Us
Blog
Support
Join Us
Contact Us
Register
Platform
Catalog
Strategic TM
Successes
Academy
Partners
PAN has been acquired by PSI Services LLC – Learn more
Close the Graduate Gap
Recruit and develop the next workforce
View Demo
Hire & Develop Better
Assess personality, ability, culture, etc.
Explore Catalog
Build Your Own Program
Administer custom tests & certifications
Learn More
All of Your Workforce Assessment Data In One Secure Place
Align
Screen
Select
Develop
Author
Automate
Certify

WHO'SPAN

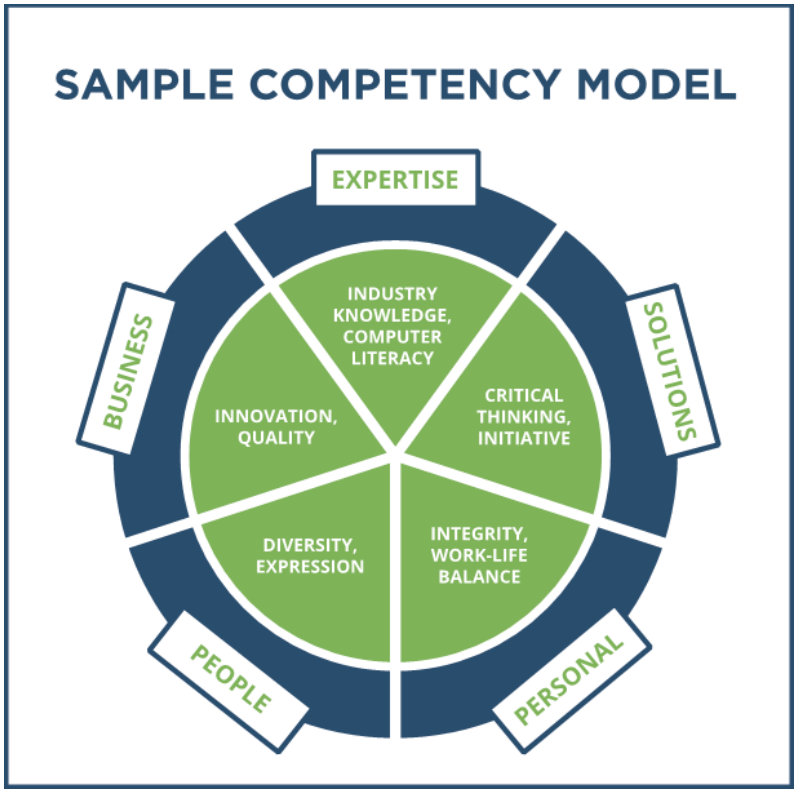
We help 100's of employers define and assess critical competencies for success across key jobs.

16,000+

HR Managers and Administrators

2.6 Million+

Tests delivered annually



CLOSING THE GAP

Only 33% **out of 600,000 students assessed *were "success ready"* in terms of 21st Century skills, according to a 2014 study conducted by Gallup, Microsoft and the Pearson Foundation.**

67% *67% of HR Managers would hire a candidate with strong soft skills even if hard skills were weak.*

46% *46% of new hires fail in the first 18 months — usually due to lack of soft skills*

ENGAGE & ALIGN

"We need to increase student and employer engagement with our career center staff and align individuals with careers."

CERTIFICATES & BADGES

"We have a small staff, but we need an easy way to award traditional and online learners with certificates that show career qualification and readiness."

OUTCOME REPORTING

"We receive government funding to ensure adults entering/re-entering the workforce have the right skills to achieve gainful employment."

COLLEGE & CAREER READINESS

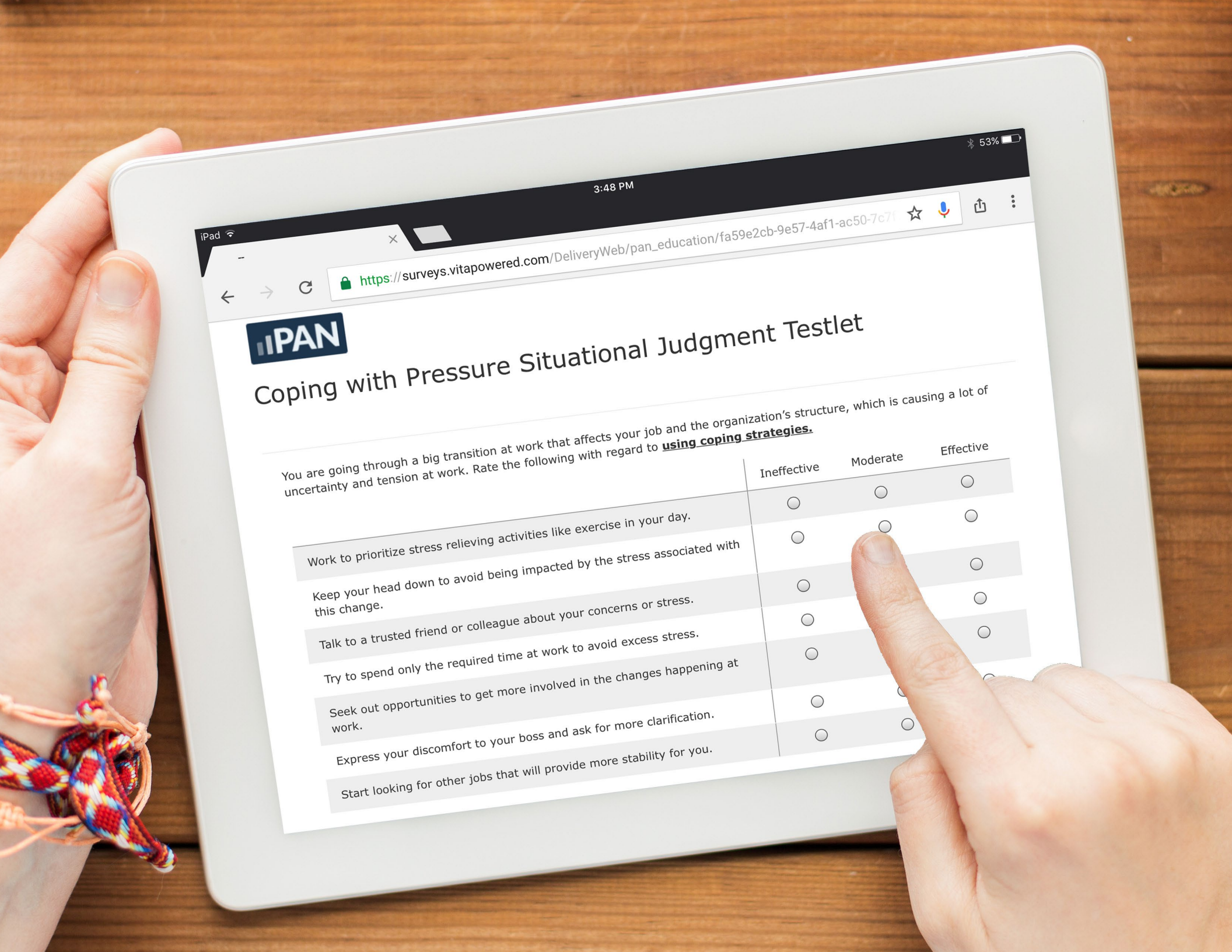
"We want young students to understand the importance of soft skills early in their education to help them be successful in college and beyond."

PERSONALITY**MATTERS**

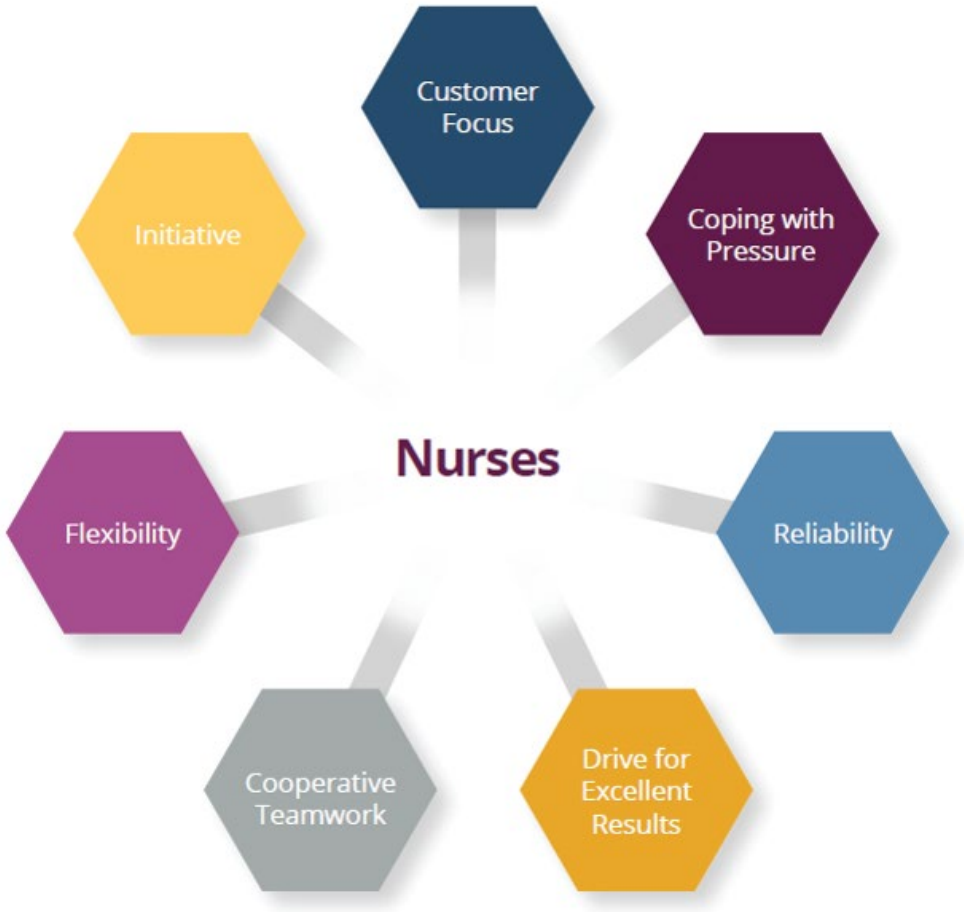
Why do you think personality matters?

- Hiring managers see personality traits as job related and strategically important.
- Assessment specialists are accounting for the “whole person”.
- Traits predict performance over and above cognitive ability.
- Personality assessment provides lasting benefits (over 60 years of research for the 16pf)
- Insights gained are applicable across the career lifespan.

Talent Assessments, Per
Secure | https://www.panpowered.com/catalog/
FREE Account
About Us
Blog
Support
Join Us
Contact Us
Register
Platform
Catalog
Strategic TM
Successes
Academy
Partners
Browse a Sample of Our Catalog
Register for Full Access or View All Publishers
Pearson
16pf
mbti
SELECT
SHAKER
CEB
HOGAN
PSYMETRICS
Aon
DEGARMO
hogrefe
Psychometrics
Catalog
Search Tests
Search Filters
Business Need
All
Job Family
All
Type of Test
Personality
Hogan Personality Inventory (HPI)
Five factor personality test designed to predict success
16pf® Questionnaire
Assesses 16 personality factors and is suitable for a multitude of selection and development applications
Work Personality Index®
Identify behaviors that predict work success
The Management Development Questionnaire (MDQ)
Measure skills and competencies of management and professional staff
New Workforce Inventory (NWI) - Revised
AMA DISC Survey
The Inwald Personality Inventory-2
OPQ32n


iPad
3:48 PM
53%
https://surveys.vitapowered.com/DeliveryWeb/pan_education/fa59e2cb-9e57-4af1-ac50-7c7
PAN
Coping with Pressure Situational Judgment Testlet
You are going through a big transition at work that affects your job and the organization's structure, which is causing a lot of uncertainty and tension at work. Rate the following with regard to using coping strategies.
Ineffective
Moderate
Effective
Work to prioritize stress relieving activities like exercise in your day.
Keep your head down to avoid being impacted by the stress associated with this change.
Talk to a trusted friend or colleague about your concerns or stress.
Try to spend only the required time at work to avoid excess stress.
Seek out opportunities to get more involved in the changes happening at work.
Express your discomfort to your boss and ask for more clarification.
Start looking for other jobs that will provide more stability for you.

COMPETENCY**MODELS**



CAREER READINESS
for the New College Graduate
A DEFINITION AND COMPETENCIES

NACE

CAREER READINESS IS THE ATTAINMENT AND DEMONSTRATION OF REQUISITE COMPETENCIES THAT BROADLY PREPARE COLLEGE GRADUATES FOR A SUCCESSFUL TRANSITION INTO THE WORKPLACE.

These competencies are:

- **Critical Thinking/Problem Solving:** Exercise sound reasoning to analyze issues, make decisions, and overcome problems. The individual is able to obtain, interpret, and use knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.
- **Oral/Written Communications:** Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization. The individual has public speaking skills; is able to express ideas to others; and can write/edit memos, letters, and complex technical reports clearly and effectively.
- **Teamwork/Collaboration:** Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. The individual is able to work within a team structure, and can negotiate and manage conflict.
- **Digital Technology:** Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals. The individual demonstrates effective adaptability to new and emerging technologies.
- **Leadership:** Leverage the strengths of others to achieve common goals, and use interpersonal skills to coach and develop others. The individual is able to assess and manage his/her emotions and those of others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.
- **Professionalism/Work Ethic:** Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image. The individual demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from his/her mistakes.
- **Career Management:** Identify and articulate one's skills, strengths, knowledge, and experiences relevant to the position desired and career goals, and identify areas necessary for professional growth. The individual is able to navigate and explore job options, understands and can take the steps necessary to pursue opportunities, and understands how to self-advocate for opportunities in the workplace.
- **Global/Intercultural Fluency:** Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates, openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.

COMPETENCY**MODELS**

PURDUE UNIVERSITY'S LAUNCHING BUSINESS LEADERS PROGRAM

THE SOLUTION

Am I Job Ready **combines tools for career alignment, soft skill competency development, digital certificates, and employer engagement all in one platform, for less than the cost of a single assessment!**

THE USER EXPERIENCE

ASSESSMENT

The 16pf personality assessment provides insights into how the user is naturally "wired" within 16 career competencies such as coping with pressure and decision-making. Students receive 4 reports detailing their personality, strengths, culture fit and career interest fit.

INTERACTIVE VIDEOS

PAN's team of I/O psychologists worked with creative services to develop 16 bite-size, interactive videos that cover the foundation of each competency, helping users connect the dots to how the skill may be exhibited in their daily lives and in job interviews.

SKILL MASTERY TESTS

Situational judgment tests – a format commonly used by employers for hiring – allow students to measure proficiency and demonstrate mastery of each of the 16 workplace competencies. As each skill is mastered, students earn a digital credential, which appears in their digital student profile.

ADMINISTRATOR & EMPLOYER TOOLS

CERTIFICATES

Provides institutions the ability to easily mix their own content with PAN's videos and skill mastery tests to drive their own competency-based learning initiatives and award student for their achievements. Students' achievements are reflected in their interactive digital profile, which can be shared on LinkedIn.

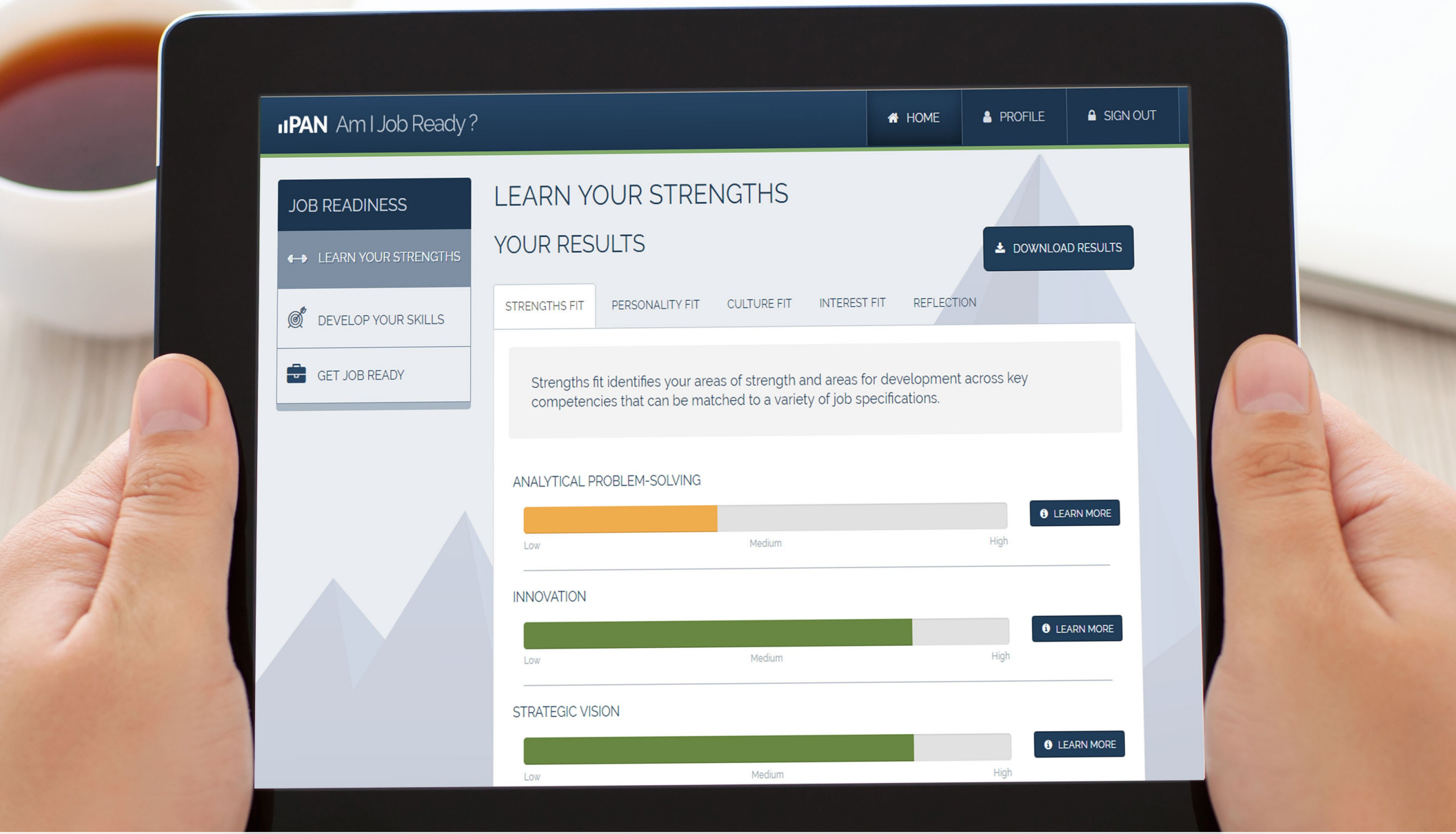
ANALYTICS & REPORTS

Reporting on student progress and learning outcomes is extremely important for institutions when applying for funding. The administrator dashboard allows institutions to explore and visualize data, from the individual student level to the entire institution.

CLOSE THE GAP SURVEY

Employer engagement is a key objective for career services. The Close The Gap Survey allows institutions to meaningfully engage their employer partners, building competency profiles for each partner based upon feedback from their successful employees and helping to better align students with employers.

4 PERSONALIZED REPORTS



STRENGTHS FIT **PERSONALITY FIT** **CULTURE FIT** **INTEREST FIT**

PERSONALITY**FIT**

Personality fit is designed to increase your self-awareness and reveal how you come across to others in a business context to support you in landing your ideal career.

WORKPLACE RELATIONSHIPS

INTROVERT — **EXTROVERT**

INFLUENCE & COLLABORATION

COLLABORATIVE — **INFLUENTIAL**

THINKING STYLE

SENSITIVE — **TOUGH-MINDED**

STRUCTURE & FLEXIBILITY

FLEXIBILITY — **STRUCTURED**

MANAGEMENT OF PRESSURE

STABLE — **REACTIVE**

CULTUREFIT

YOUR RESULTS

STRENGTHS FIT | PERSONALITY FIT | CULTURE FIT | INTEREST FIT | REFLECTION

Culture fit uses your responses to identify your organizational culture preferences. In order to find the right fit at work, you not only need to match your interests and skills, but also find a match with your social needs, personal values and motivational drivers.

INFORMAL	NEUTRAL	FORMAL

AS A RULE-CONSCIOUS INDIVIDUAL YOU ARE LIKELY TO FEEL COMFORTABLE IN ORGANIZATIONS THAT HAVE ESTABLISHED WAYS OF DOING THINGS. THE COMFORT OF STANDARD POLICIES AND REGULAR PROCEDURES IS LIKELY TO MEAN THAT YOU WILL KNOW WHAT IS EXPECTED OF YOU.

MORE

CONVENTIONAL	NEUTRAL	INNOVATIVE

YOUR RESPONSES TO QUESTIONS ABOUT CHANGE ARE BALANCED. THIS MEANS THAT YOUR RESPONSE TO CHANGE WILL DEPEND ON THE SITUATION. YOU OFTEN TAKE COMFORT FROM THINGS THAT ARE FAMILIAR AND PREDICTABLE; BUT THERE ARE TIMES WHEN YOU LIKE TO EXPERIMENT OR TRY SOMETHING NEW, UNLEASHING YOUR IMAGINATIVE AND MORE UNPREDICTABLE SIDE. THEREFORE WHEN CONSIDERING CULTURES THAT WILL BEST SUIT YOU, THINK ABOUT PLACES THAT MAY PROVIDE THIS BALANCE.

MORE

FLAT	NEUTRAL	HIERARCHICAL

SINCE YOU ARE RULE-CONSCIOUS, YOU ARE LIKELY TO PREFER CULTURES WITH A CLEAR HIERARCHICAL STRUCTURE. THESE TYPES OF ORGANIZATIONS PROVIDE A CLEAR DISTINCTION OF LEVELS OF AUTHORITY AND RESPONSIBILITY. THIS WILL COMPLEMENT YOUR DUTIFUL AND RESPECTFUL ATTITUDE TO INTERNALIZED CULTURAL STANDARDS AND RESPECT OF AUTHORITY. CULTURES THAT ARE LESS HIERARCHICAL ARE NOT LIKELY TO APPEAL TO YOU AS THERE WILL BE FEWER PROCESSES IN PLACE, WHICH MAY FRUSTRATE YOU BY MAKING STANDARDS FOR BEHAVIOR FEEL AMBIGUOUS.

MORE

COLLABORATIVE	NEUTRAL	COMPETITIVE

YOU CAN BE PERSISTENT WHEN IT COMES TO PURSUING GOALS OR IDEAS. YOU ALSO ENJOY THE POWER OF INFLUENCING AND MAY COME ACROSS AS ASSERTIVE. THEREFORE, YOU ARE LIKELY TO THRIVE IN AND ENJOY ENVIRONMENTS THAT FOSTER HEALTHY COMPETITION AND WHERE IT IS NORMAL TO CHALLENGE OTHERS AND CREATE YOUR OWN OPPORTUNITIES.

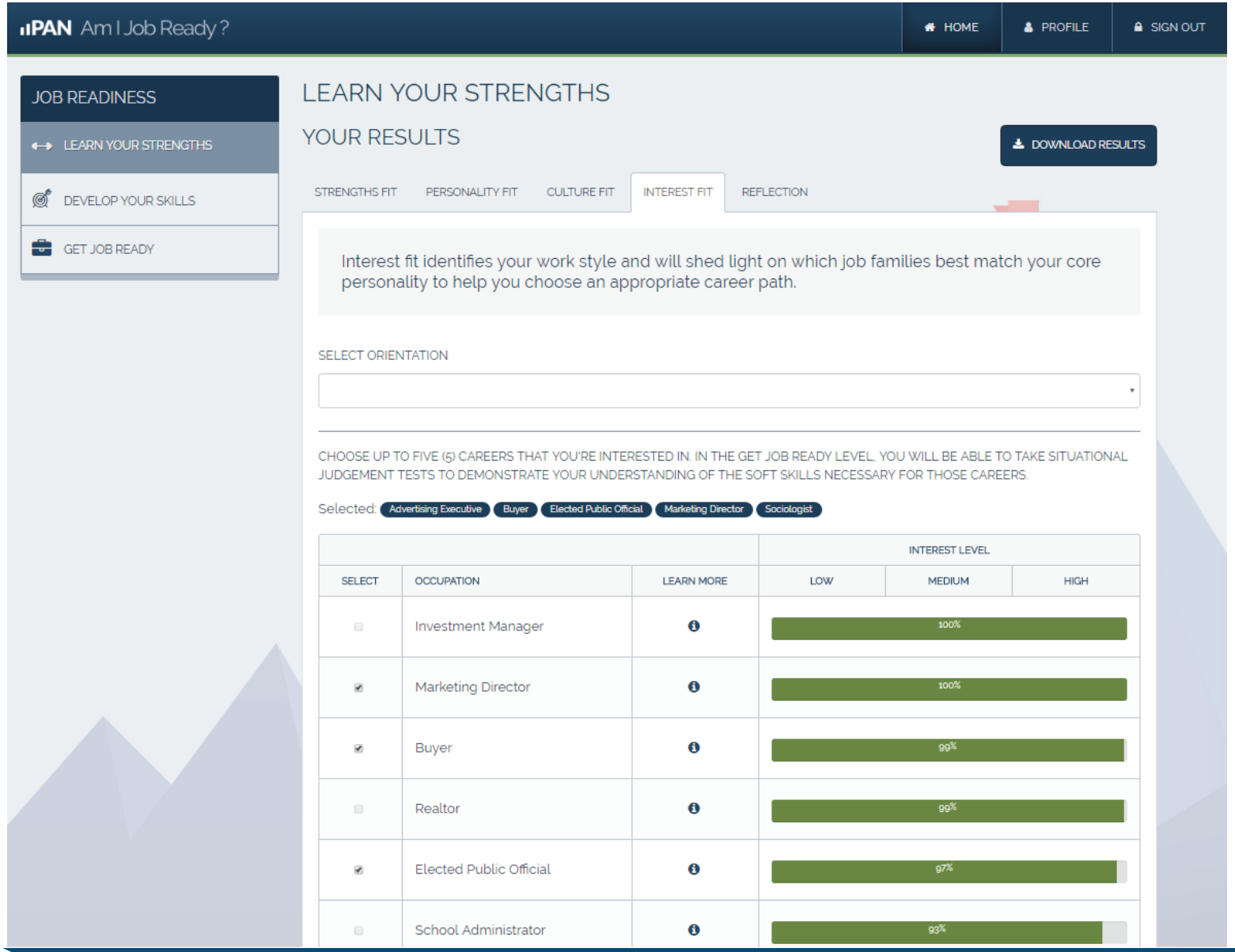
MORE

OPEN	NEUTRAL	POLITICAL

GIVEN YOUR MODERATE LEVEL OF SHARING WITH OTHERS, THE AMOUNT OF INFORMATION YOU REVEAL IS LIKELY TO DEPEND ON THE SITUATION. AT TIMES YOU WILL FEEL IT IS APPROPRIATE TO WITHHOLD CERTAIN INFORMATION OR PARTICULAR THOUGHTS. YOUR TENDENCY TO BE DISCREET WHEN APPROPRIATE MEANS YOU ARE LIKELY TO FIT COMFORTABLY BOTH IN ENVIRONMENTS THAT ENCOURAGE EMPLOYEES TO SHARE INFORMATION FREELY, AND THOSE THAT ARE LESS DISCLOSING. YOUR LEVEL OF TRUST IN OTHERS IS TYPICAL OF MOST PEOPLE, MEANING THAT YOU BALANCE TRUST WITH CAUTION. SOME SETTINGS OR PEOPLE WILL EVOKE MORE CAUTION FROM YOU, AND HERE YOU WILL QUESTION PEOPLE'S MOTIVES, OR EXPECT THEM TO PROVE THEMSELVES BEFORE YOU ARE WILLING TO TRUST THEM. IT IS IMPORTANT TO THINK ABOUT WHETHER YOU WOULD FIND MORE POLITICAL CULTURES RATHER UNREWARDING OR UNPLEASANT, OR WHETHER YOU WOULD BE COMFORTABLE IN SUCH AN ENVIRONMENT.

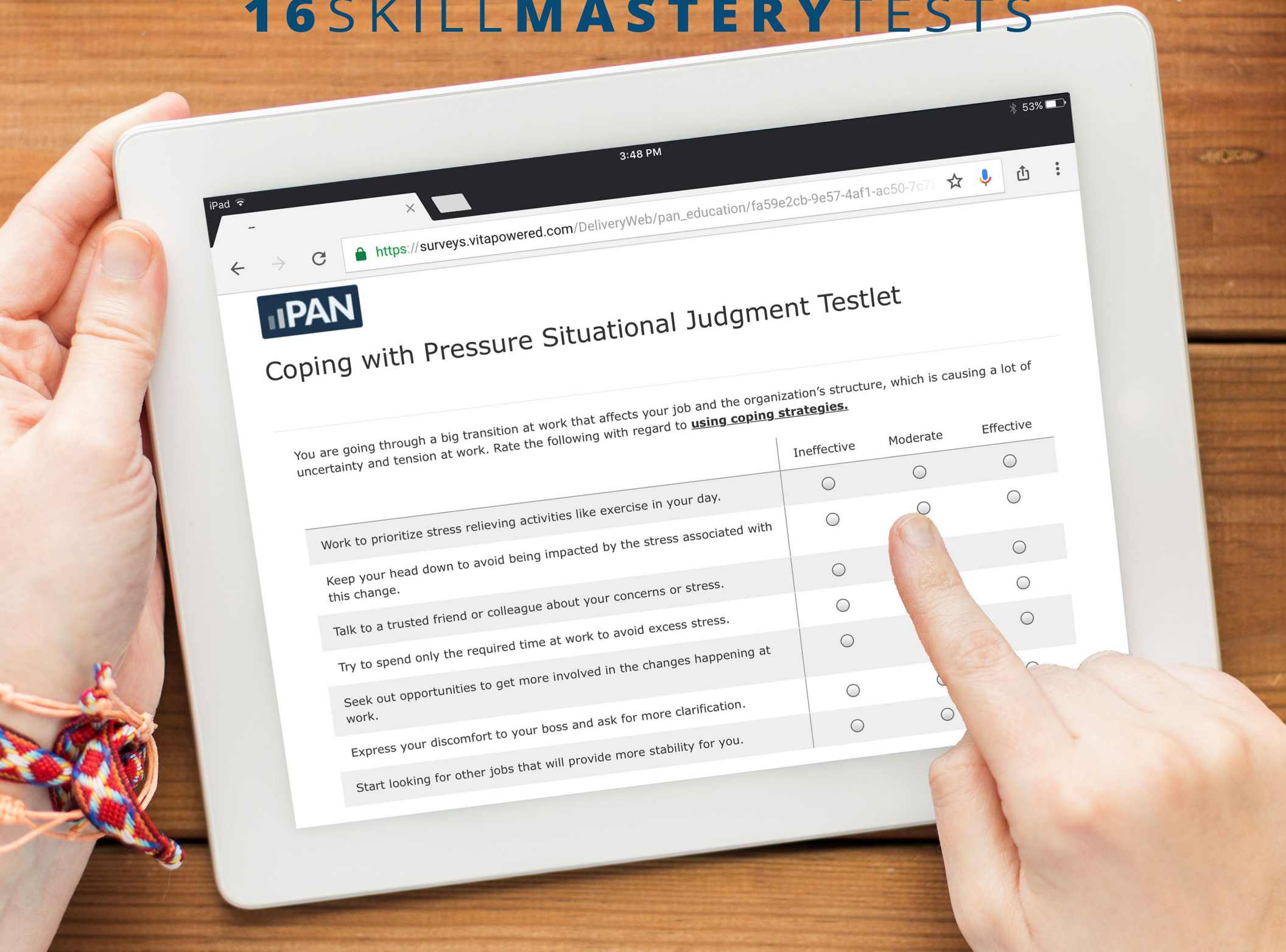
MORE

INTERESTFIT

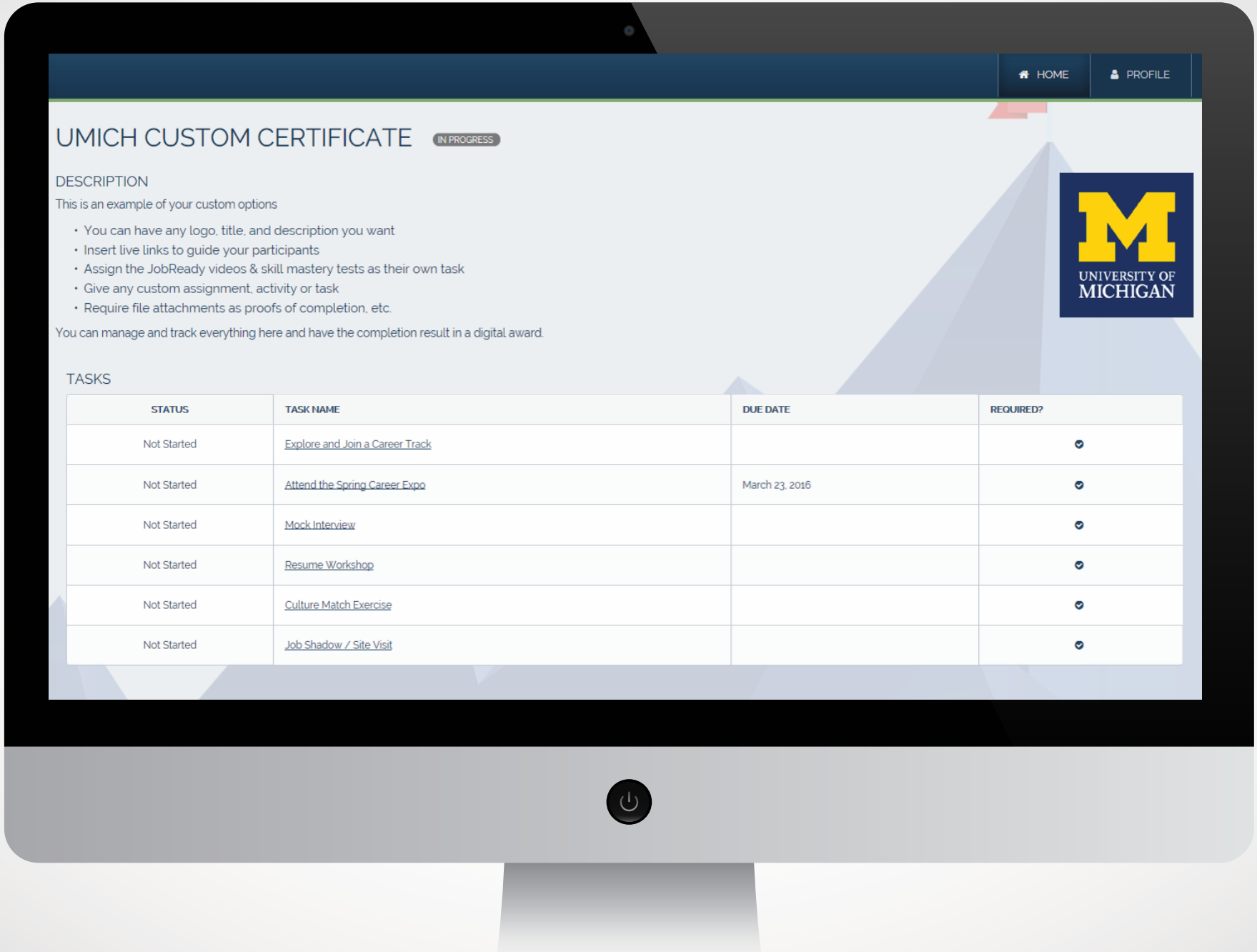


16 INTERACTIVE VIDEOS

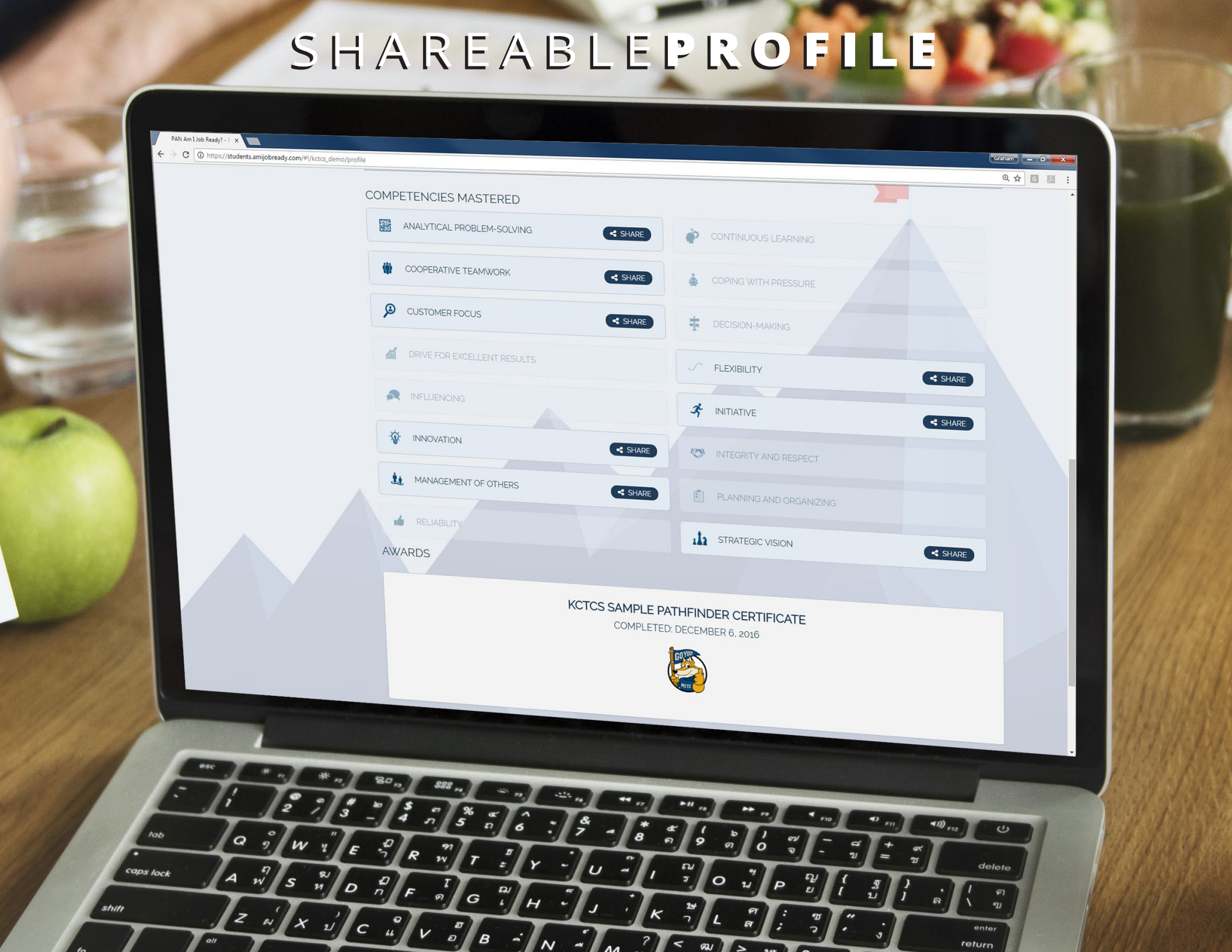
16 SKILL MASTERY TESTS



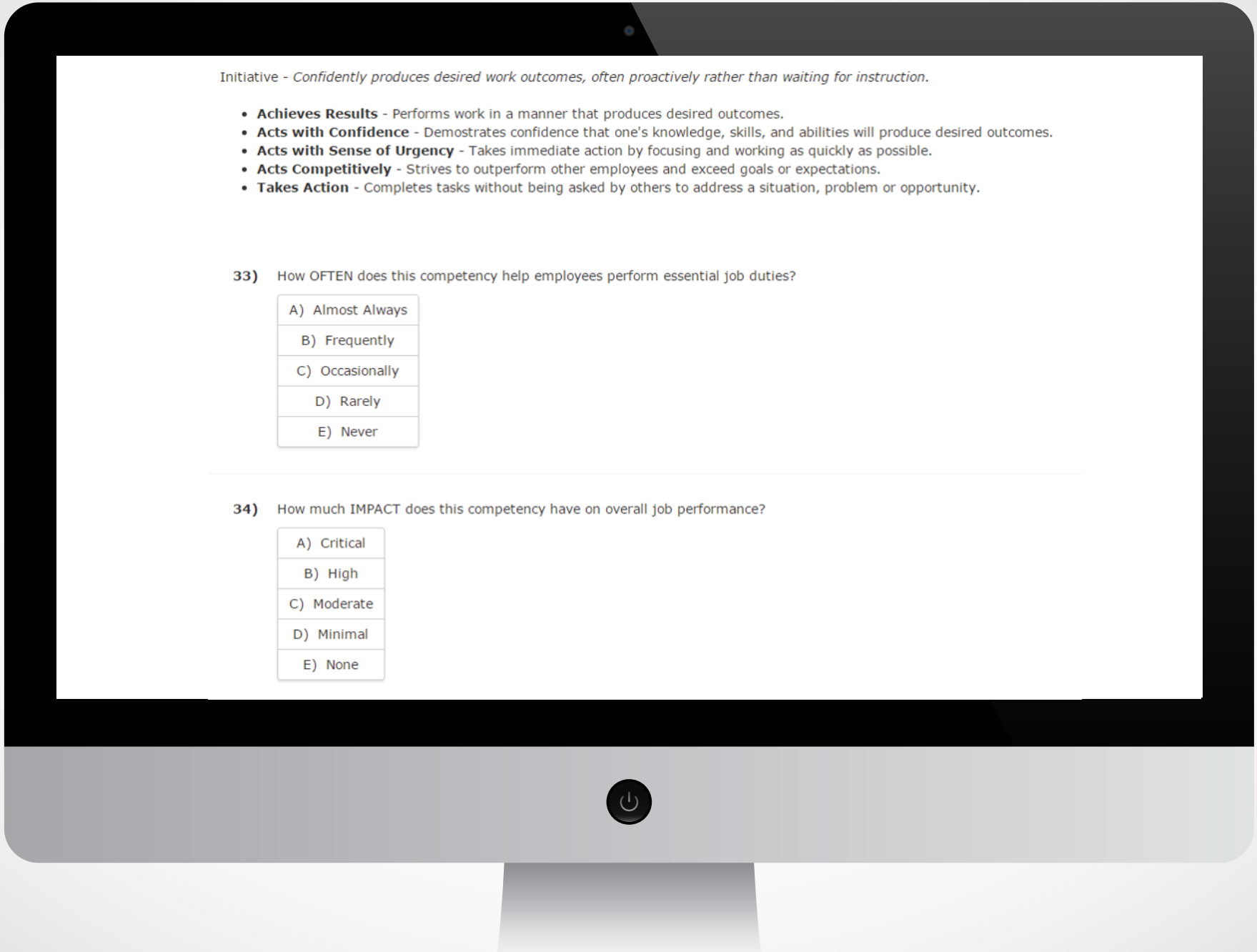
CUSTOM**OPTIONS**



SHAREABLE PROFILE



REPORTING DASHBOARD



Initiative - *Confidently produces desired work outcomes, often proactively rather than waiting for instruction.*

- **Achieves Results** - Performs work in a manner that produces desired outcomes.
- **Acts with Confidence** - Demostrates confidence that one's knowledge, skills, and abilities will produce desired outcomes.
- **Acts with Sense of Urgency** - Takes immediate action by focusing and working as quickly as possible.
- **Acts Competitively** - Strives to outperform other employees and exceed goals or expectations.
- **Takes Action** - Completes tasks without being asked by others to address a situation, problem or opportunity.

33) How OFTEN does this competency help employees perform essential job duties?

A) Almost Always
B) Frequently
C) Occasionally
D) Rarely
E) Never

34) How much IMPACT does this competency have on overall job performance?

A) Critical
B) High
C) Moderate
D) Minimal
E) None

Culture Fit

This first section of the survey addresses five key areas of company culture. Each area will describe two opposing sides and you will select which one your organization leans to. You will then select which side your department/division leans to (it can be different from your organization's leaning).

Let's get started.

Formal vs. Informal

Formal organizational cultures have set rules and codes of conduct with written company policies and procedures. Work meetings are more likely to follow a prescribed agenda and procedure and they may be held in designated meeting spaces. When feedback is given on performance, it is likely to be part of a defined process. Structured performance reviews will occur where your progress and development is monitored and documented.

Informal cultures have more relaxed rules and codes of conduct (e.g. lighter dress codes, etc.). Office etiquette and forms of addressing colleagues are less formal. Work meetings may take place in defined meeting spaces, but most conversations are impromptu. Feedback may still be given as part of a defined process, but it is also acceptable to give it impromptu. Informal cultures tend to place a greater value on individual self-expression.

23) Based on the summary above, would you describe your **COMPANY** as more formal or informal?

A) Formal

B) Informal

24) Based on the summary above, would you describe your **DEPARTMENT/DIVISION** as more formal or informal?

A) Formal

B) Informal

USER**FEEDBACK**

- Mike Slocum

Executive Director of Student & Career Development

IVY TECH COMMUNITY COLLEGE

> ***PAN has done an amazing job creating a product that colleges and universities need to develop student workforce readiness skills.***
>
> The first time we met with the PAN team, we thought that they had seen our program development notes beforehand!
>
> The PAN team has worked with us every step of the way to build a comprehensive program to meet our needs, and we have blown away our own expectations for program use since implementation. I firmly believe that we could not have done so without having such a great educational tool developed by PAN.
>
> ***They are truly on the cusp of greatness with this product, and our students will be better prepared for the 21st century workplace because of it.***

> ***This is a great program. After completing the first two Modules I was able to weigh in on my responses from an interview I recently had and discovered ways I could have answered some questions differently.***

- Lois

Ivy Tech student

YOUR**ROLE**

You give individuals the runway to prepare themselves for the workforce

QUESTIONS?

AmIJobReady.com

POWERED BY PAN
Performance · Assessment · Network

CONTACT MAURE BAKER AT
JOBREADY@PANPOWERED.COM