

Virtual Worker™

The Situation

Virtual workers are emerging as a critical element of today's workforce. These personnel work remotely from their homes or at satellite offices to support Customer Service, Sales, IT, Compliance, Claims, Underwriting, and other business units.

But not everyone can successfully work in a virtual environment. Do you know who will be an effective virtual worker, how you can help them quickly adapt to virtual work, and how you coach them to thrive in a virtual work environment?

How We Can Help You

Virtual Worker is an assessment that helps you determine which job applicants and current employees have the skills, work preferences, and personal attributes to succeed as remote workers.

Virtual Worker provides you with the information you need to make crucial hiring and placement decisions, and to manage your virtual workers to greater success.

With Virtual Worker, you can

- Improve new-hire quality
- Boost on-the-job performance
- Reduce employee turnover
- Broaden your applicant pool by minimizing geographic limitations

How It Works

Virtual Worker is a Web-based, multiple-choice test that can be completed in about 15 to 20 minutes. It assesses whether people have work preferences that match the demands of virtual settings, the skills required to perform tasks in a virtual setting, and the personal attributes required for success. You'll learn about their initiative, conscientiousness, and adaptability; their technology and communication skills; and their desired level of supervision, comfort with independence, and decision-making confidence.

Test results are available immediately and help you determine who to hire, who to consider internally, and how to coach each person. Each assessment report includes

- An overall rating of the individual's likely success in the virtual work environment
- Ratings of the individual's virtual work skills, preferences, and attributes
- Information on how the individual is likely to behave in the job
- Interview questions, with tips for evaluating responses
- Coaching advice to help enhance the individual's on-the-job performance

Virtual Worker is available through our Web-based assessment system that makes hiring effective, efficient, and timely.



Virtual Worker™

Features

Benefits

Ratings of individuals' virtual work skills, preferences, and attributes

- Identifies job applicants and current employees who can succeed as virtual workers
- Improves new-hire quality
- Reduces employee turnover
- Enhances the effectiveness of current virtual workers

Interview questions with tips for evaluating responses

- Helps you determine which individuals are best-suited for virtual work

Coaching advice

- Boosts on-the-job performance
- Provides valuable direction for managing your virtual employees
- Helps new virtual workers quickly adapt to the virtual work environment

A separate feedback report for test takers

- Helps individuals understand their strengths and developmental needs to enhance performance
- Helps individuals make better career decisions

Extensive validation research

- Meets professional testing standards

Internet-based system

POWERED BY
ExSel.

- Tests can be administered on any PC with an Internet connection
- Tests are instantly scored and results are posted to LIMRA's secure Web site in seconds
- There are no test booklets or answer sheets to buy, store, mail, or fax

Product training and support

- Helps you understand and use the Web site and test results

Questions to Consider

- Which job applicants and current workers are likely to succeed as virtual workers?
- How can I help individuals quickly adapt to virtual work?
- How should I coach employees to thrive in a virtual work environment?

If you'd like to learn more, we'd be happy to provide the following:

- A guided tour of our secure Web site, www.asghub.com
- A sample feedback report
- Test validity information

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