



**ArnavA**  
Groupe SBT



### ***In-basket "ADIM"***

## **The first computerized job simulation to assess staff professional abilities and behaviors in Sub-Saharan Africa**

*In-basket simulations are the most scientifically valid supports for predicting employee performance levels in a variety of jobs, including managing functions (Whetzel, Rotenberry, & McDaniel, 2014).*

- ❖ Developed by experts in cognitive science (SBT), designed by specialists in assessment (Cabinet ArnavA) and Human Resources consultants by sub-Saharan Africa firms and institutions (Core Advice),
- ❖ Combining a scientific approach and a powerful computer support,

In-basket "ADIM" is the answer to the issues of efficiency and reliability in executive evaluation situations:

- validate the internal mobility hypotheses,
- detect potentials,
- simplify and make reliable recruitment campaigns,
- measure the gaps between the requirements of the position and the behaviors and abilities observed in the simulation, and accordingly plan for capacity building actions

### **A reliable and powerful tool that allows to appreciate for each executive:**

- his decision-making abilities
- his organization and management of priorities
- his behavior and professional relations with hierarchy, teams, s, colleagues, ...
- his ability to analyze issues and identify connections between different human and organizational data
- and, when desirable, his knowledge and know-how in a specific job

**An Intuitive and immersive ergonomics:** in the role of a middle executive who takes a director's job at short notice, the person has one hour to process the emails and the files that have accumulated in the messenger because of the absence unforeseen of his predecessor. For each message and file received, he must:

- view and understand messages and folders
- perform the treatment of different subjects and problems by developing answers that combine **the actions to be carried out, the targeted interlocutors and subjects/objects involved in the action**
- create his files and classify his messages

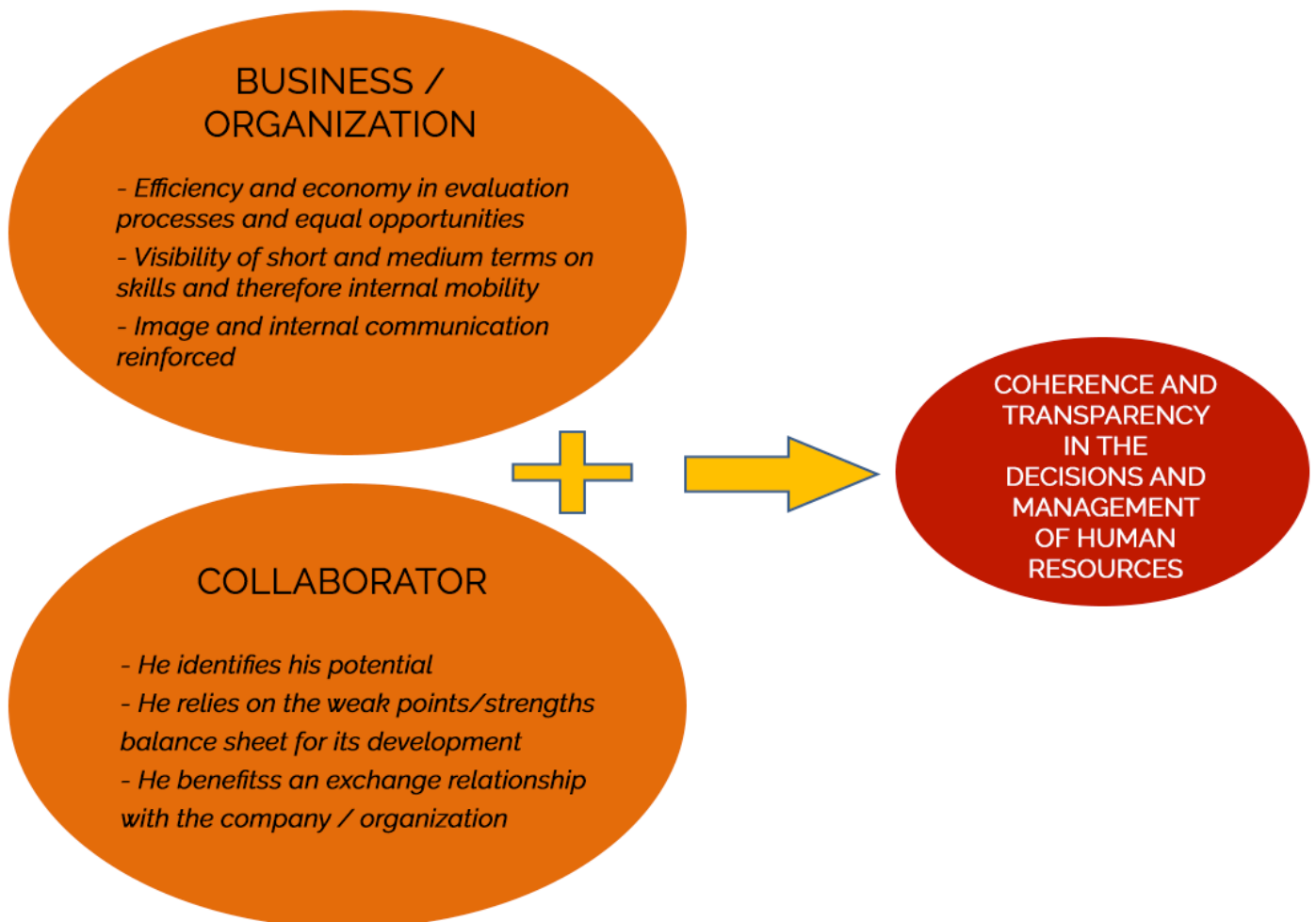
## Computerized management of processing data and simulation results

In-Basket "ADIM" automatically and individually delivers a set of indicators, such as:

- the number of messages read and processed
- the number of decisions taken
- the distribution of messages in folders
- the performance by stake and level by **skill/behavior**,
- the results obtained for any specific job questions adapted to your context, complementary to the In-Basket tool

These indicators support a restitution to the decision-makers and / or the person, facilitated by an interpretation guide.

### Shared benefits



### Technical informations

- Technical prerequisites: minimum Flash Player 9
- Compatibility: PC-MAC-Linux
- Dissemination method: internet
- System of recovery in case of interruption and regular backups of the state of the exercise