

Why should you use Cross Skill?

- ▶ to develop the competencies of your organization.
- ▶ to innovate in your Human Resources Practices.
- ▶ to support an innovative project from the Luxembourgish Public Research.

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LUXEMBOURG
INSTITUTE OF SCIENCE
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"We supported this project because we want to help to valorize the Luxembourgish Research by facilitating the deployment of 'proofs of concept'.

We were very enthusiastic for this tool because it can help everyone to be better prepared for our changing job market."

Raymond Schadeck,
President of the "Fondation pour la Construction de l'Avenir du Luxembourg".



"We used CROSS SKILL with a sample of unemployed people and we will do it again in order to confirm the first positive results.

We consider that CROSS SKILL may help us to easily identify people with specific interests and competencies without be forced to have a specific experience."

Armanda Hamtiaux,
Chief of the Project "Parcours Personnalisé des demandeurs d'emploi" for the ADEM.



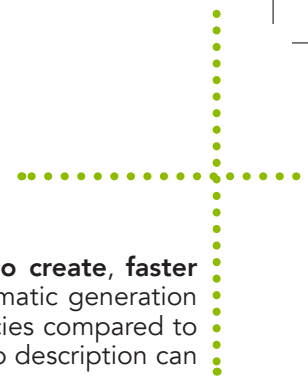
"We used CROSS SKILL in order to compare self-assessment with supervisor assessment.

We believe that it could help us to improve performance appraisal."

Emile Lutgen,
Human Resources Director
of the Raiffeisen Bank.



**MORE ACCURATE AND
COST-EFFECTIVE COMPETENCY
ASSESSMENTS TAILORED TO
YOUR BUSINESS CONTEXT!**



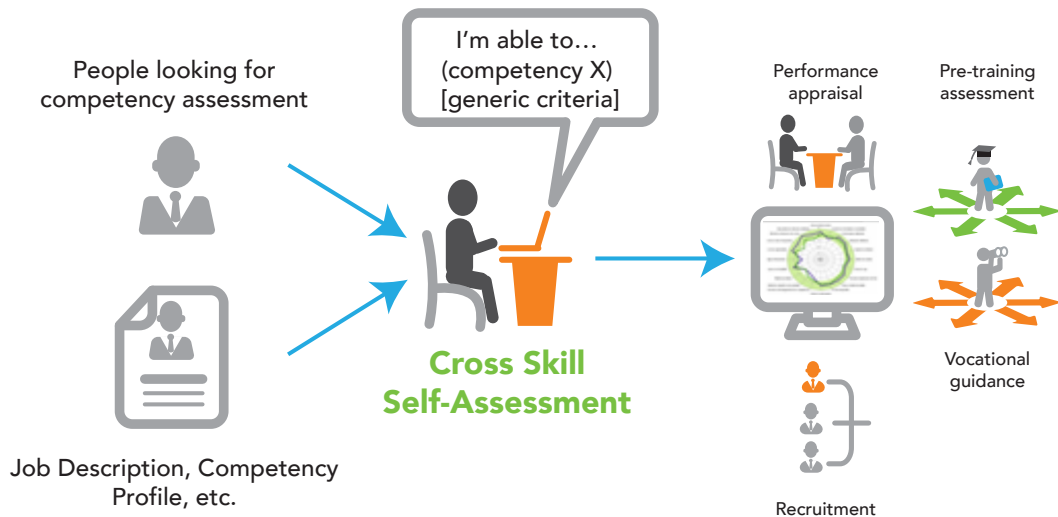
CROSS SKILL, WHAT IS IT ABOUT?

Cross Skill is a technology-based competency self-assessment tool that automatically generates assessments from job descriptions or competency profiles. These assessments are quick to build, and up to seven times more accurate than assessments built with other tools.

Why CROSS SKILL?

Nowadays, jobs and jobs tasks are changing at a fast pace, it is therefore crucial to have tools that are able to assess competencies (self or others) in an easy and cost-effective manner.

How does it work?



Added value

Compared to formal tests, Cross Skill assessments are **easier to create, faster to take** and therefore **more cost-effective**. Thanks to the automatic generation of assessments, it takes only a few minutes to assess competencies compared to hours or days for formal testing. Therefore, every update of a job description can be instantly deployed in an updated test.

Cross Skill is the only tool that can generate questions related to the **specific vocabulary of an organization** (compared to traditional generic competencies provided by test publishers and consulting companies).

Driven by a PhD thesis and a follow-up research project, more than **1 600 people from various jobs and countries have provided substantial evidence of the high accuracy of Cross Skill**.

If you compare a self-assessment with an assessment done by a subordinate, the convergence (inter-rater agreement) is much higher with Cross Skill than when a classical assessment tool is used.

Numerous applications

Faster, more accurate and cost-effective, Cross Skill could help:

- ▶ Assess required or mastered competencies for training;
- ▶ Develop annual appraisal (*career management*);
- ▶ Facilitate job search (*employment counseling*).

Whereas self-assessment is the main purpose of Cross Skill, it can also be used for 360°assessment in order to obtain direct feedback from an employee's subordinates, peers (colleagues), and supervisor(s).

