



SIMULATION SYSTEMS

predict **SUCCESS** *with* **SIMULATION**

Take the guesswork out of hiring top performing associates. Our line of award-winning simulation assessments are direct measures of performance for a variety of entry-level and leadership positions. Our focus is the application of psychological science in employment assessment and selection.

www.degarmogroup.com > Simulation Systems

- Accurately assesses skills by requiring applicants to perform key job tasks
- Proven to predict job performance with unparalleled accuracy
- Reduce HR time and costs
- Supports both on-site and remote testing
- Provides a consistent, fair, and legally-defensible process
- Identifies applicants with the greatest potential for success
- Provides a realistic preview of the job leading to improved job readiness and retention

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Our **SIMULATION SYSTEMS** provide clients with web-based HR testing and training services that support their talent acquisition and employee development processes.

We believe strongly that HR practices should be firmly grounded in psychological science. This practice-guided-by-science orientation requires that our professional services be based on an active and ongoing research program, as well as adherence to mainstream scientific and professional standards.

DeGarmo Group employs a team of consultants with Ph.D. and Master's degrees in Industrial and Organizational psychology who contribute to, and draw upon, the latest scientific research to deliver innovative and compelling solutions for our clients.

why **SIMULATION?**

IT WORKS.

Pilots, surgeons, and astronauts use simulation for one simple reason—it works. Let simulation work for your company too. When the cost of making a mistake is high, only the power of EASy Simulations provide a direct measure of performance.

IT'S REAL.

With EASy Simulations, candidates perform actual job tasks. By immersing candidates in the job, they have a realistic preview of the job, and you have a realistic preview of the candidate.

IT'S EASY.

EASy Simulations are web-delivered, giving you complete flexibility and convenience. Simulations can be administered onsite or remotely, and our data portal provides instant 24/7 access to comprehensive results for both hiring and development.

IT'S PROVEN.

More than 50 studies confirm that EASy Simulations result in higher accuracy, more favorable acceptance, and less adverse impact than traditional tests.