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Integrations – Assess Dimension Scores

IBM® Kenexa® Assess® On Cloud Dimension scores are now available to recruiters on the candidate form in BrassRing.

IBM® Kenexa® BrassRing® on Cloud Release 14.0		
Feature Areas RDP 1015	<input checked="" type="checkbox"/> BrassRing <input checked="" type="checkbox"/> Integrations - Assess	<input checked="" type="checkbox"/> Workbench Self-Service
Visible Changes	<input checked="" type="checkbox"/> No – requires specific conditions / configuration for visibility.	
How do I get this feature?	<input checked="" type="checkbox"/> Configuration required – contact our Support Team for implementation details.	

Feature Description

IBM Kenexa Assess on Cloud (Assess) can create Dimension scores (also known as Competency scores) for assessments. With this enhancement, Assess now passes Dimension scores to BrassRing so that recruiters can use this additional data to evaluate and compare candidates when reviewing them in BrassRing. The scores are stored on the candidate form in BrassRing.

BrassRing User Experience

User's can view the dimension scores on the candidate's completed form (attached to the candidate Talent Record) after the Assess results are available. All dimensions and any subdimensions from the Assess assessments are shown as Dimension names in the form. The following figure shows a preview of the candidate form using dicmension scores. The inset shows part of the results form with sample Dimension score results.

The screenshot shows a 'Preview Candidate form [KAS Assessment]' with the following fields:

- Last Name
- First Name
- Requisition ID
- AssessmentCode/ID
- *Assessment Name
- Assessment Admin/Recruiter email
- Date of Assessment (dropdowns)
- Elapsed Time
- Questions Correct
- *Reporting Band
- *KRB Band
- *Results (popup window)

The 'Results' popup window displays:

- Dimension Name 1 MC/MS Comp
- Dimension Score 1 8 **Results**
- Dimension Name 2 MC/MS Comp - MC Family
- Dimension Score 2 56 %tile
- Dimension Name 3 MC/MS Comp - MS Family
- Dimension Score 3 8

Below the popup, there are fields for 'Link to Assessment Report2', 'Link to Assessment Report3', 'Dimension Name', and 'Link to Assessment Report4'. A red dashed arrow points from a 'Link to Assessment Report4' field to the 'Results' popup. A red box highlights a configuration area at the bottom with fields for 'Dimension Score', 'Dimension Name 1', 'Dimension Score 1', 'Dimension Name 2', 'Dimension Score 2', and 'Dimension Name 3'.

How Do Clients Get this Feature?

This feature is available to clients using assessments integrations (other than Previsor). It is controlled by a new candidate form attribute. Please contact our Support Team or your Certified Workbench User for more information.

Configuration Tasks

This section describes the tasks required to configure this feature. Tasks labeled Workbench Self Service can be performed by certified Workbench Self Service users or by our support staff.

Candidate Form Attributes – Workbench Self-Service (Tiers 0+)

The existing KAS Assessment candidate form is automatically created when “IntegrationAssessment” client setting is configured for any non-Previsor vendor.

This form includes a new attribute called **Enable Dimension Score fields**. The new attribute sets the number of instances of dimension score fields the form should have, and automatically creates the required fields. Before the attribute is enabled for an account, the BrassRing Service Representative should confirm with the Assess team that dimensions are in use with the client's assessments.

Workbench > Tools > Forms > Candidate forms > KAS Assessment > Edit

Edit form attributes

Form field alignment Default Left

Form layout Classic Enhanced

Enable language toggle

Include Common Service vendor results Yes No

Event Manager Internal Event Form? Yes No

Event Manager Candidate Facing Registration Form? Yes No

Create candidate signature field (for use in Gateway Questionnaire's only)

Enable Dimension Score fields (No. of instances)

Add / View / Modify My

- Options list displays values greater than or equal to the existing number of dimension fields. For example, once set to 5 and saved, the minimum value displayed henceforth is 5.
- Once an attribute value is set and saved, it cannot be unchecked because the associated form fields have already been created.
- Once an attribute value is selected and the form is saved, the selected number of form field instances are automatically created:

A single instance includes DIMENSION_NAME_1 and DIMENSION_SCORE_1 text fields (display names are Dimension Name 1 and Dimension Score 1).

Each additional instance has the next consecutive number appended: DIMENSION_NAME_2, DIMENSION_SCORE_2, DIMENSION_NAME_3, DIMENSION_SCORE_3, etc.