

cén·sē·ō

1. (*Latin verb*) To assess, measure or evaluate.
2. (*noun*) A human resource consulting firm providing valid, technology-based assessment solutions that help clients select, develop and retain top talent.



Latin for “to assess or evaluate,” the word *censeo* speaks volumes about our work.

Censeo is a human resource consulting firm specializing in the design and delivery of Internet-based assessments such as 360-degree feedback, knowledge testing, employee surveys, and pre-employment selection tools.

The company and its employees are guided by a vision for the future and a strong set of values.

Our **Vision**

Our vision is to become the best in the world in providing our clients with assessment products and services that help select, develop and retain talent.

Our **Values**

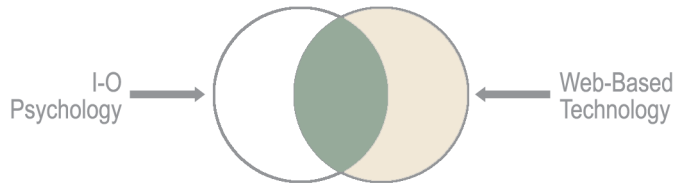
We are committed to:

- ▶ Being customer driven and quality focused.
- ▶ Adding value to our clients and improving business results by providing products and services that are valid, easy to use, fast and cost effective.
- ▶ Continuously improving our offerings to ensure both the content and the technologies are innovative and leading edge.
- ▶ Empowering our clients to use Censeo products and services in a flexible manner to meet their unique needs.
- ▶ Being governed by high standards of integrity and professional ethics.

We're Serious
About **Assessment**

Our Expertise

As a team of industry specialists, Censeo offers considerable expertise in helping clients assess employee knowledge, skills and preferences. Our niche in the HR and training marketplace stems from the unique combination of two complementary core competencies: Industrial-Organizational Psychology and Web-based technology.



Industrial-Organizational **Psychology**

Years of academic training and applied experience in the field of I-O Psychology lay the foundation for everything we do at Censeo. With a staff of Ph.D.-level practitioners, we go to great lengths to ensure our consulting processes and assessment content meet the highest standards when it comes to validity and legal defensibility. We balance this need with a very practical, business-focused approach that is appreciated by our clients.

Web-Based **Technology**

Once a solid strategy has been designed, and assessment content created, we leverage technology to manage the process in the most efficient and effective way possible. Censeo has a team of dedicated, in-house technology experts who specialize in designing, creating, testing and maintaining a host of Web-based applications.

Our approach to technology is grounded by the following:

- ▶ We only utilize technologies, hardware and software that are current, state-of-the-art, and commercially proven in top corporations.
- ▶ Our solutions are scalable, reliable, fast, accurate, secure, and can integrate through a wide variety of interoperability standards (SCORM, AICC, XML, etc.).
- ▶ Our software development process and the operational management of our platform are sound, thoroughly planned and carefully executed.

Seamless **Integration**

Unlike pure consulting firms who are forced to look outside for technology expertise, or pure technology houses that have limited or no knowledge of employee assessment, Censeo successfully integrates both skill areas to offer our clients high-quality solutions at an exceptional value.

Products and Services

Based on extensive market research and experience, Censeo has developed several platforms to meet the assessment needs of our clients. Each platform is an Internet-based application for administering, scoring and reporting assessments. As an application service provider (ASP), there is no software to install or client-side technology infrastructure needed. All that is needed is Internet access and a Web browser.

Knowledge **Testing**



Knowledge is the foundation and future of any successful organization. With this in mind, Censeo developed a system designed to accurately measure and dramatically improve an organization's knowledgebase.

Censeo's KnowledgeTrack Platform™ is a versatile testing system used to deliver clients' proprietary assessment content (e.g., product knowledge tests, pre- and post-training assessments and certification exams), and then produce a variety of real-time individual and group performance reports.

The system allows for a wide variety of question types, scoring formulae and test delivery options — all easily configurable to support low, medium or high-stakes testing. Once testing is complete, Censeo's best-in-class reporting engine provides employees/students with detailed individual feedback to facilitate learning. For managers and administrators, the system offers a variety of group analysis reports designed to track usage, monitor scores, identify knowledge strengths and gaps, compare group performance, and analyze item-level statistics.

360-Degree **Feedback**



If you are looking for highly accurate, real-world assessment of employee competencies and behaviors, **Censeo's Online 360-Degree Feedback Platform™** is the solution. It's called "360 degree feedback" because participants receive feedback from a full circle of perspectives — self, manager, peers, direct reports and sometimes others, such as internal or external customers. Everything in the process happens via email and the Internet (communications, assigning raters, completing surveys and reporting), eliminating the need for paper surveys and manual tabulation of the results.

The process is fast, simple and cost effective. Censeo offers established surveys that are ready for use immediately, or clients can customize just about any aspect of their survey such as competencies, items, rating scale, etc. Within 24 hours of survey completion, Censeo produces individual feedback reports that are extremely easy to understand and offer specific suggestions on actions your employees can take to develop their capabilities. Optional group analysis reports and consulting services are also available to our clients to maximize the effectiveness of their 360-feedback initiative.



Employee Opinion **Surveys**



Employee opinion surveys can be extremely valuable to companies in increasing morale and satisfaction, retaining talent, and improving organizational effectiveness. Censeo offers an accurate, easy to implement, Internet-based process for conducting employee research in organizations — typically referred to as “employee opinion” or “organizational effectiveness” surveys.

With over three decades of experience in conducting employee surveys, and with **Censeo’s Online Employee Survey Platform™** to make survey administration and reporting fast, easy, and cost effective, Censeo can help in all phases of a project. As for survey content, clients have the flexibility to choose from one of Censeo’s established surveys, or create their own customized survey. Either way, a host of powerful reports are provided that intuitively highlight the most important issues and provide managers with specific, actionable suggestions for improving morale and organizational effectiveness.

Skill Simulation **Assessment**



Censeo’s Skill Simulation Assessment™ is a platform for measuring “soft skills” via job simulation. Using online technology, assessment participants are presented with a series of highly engaging, realistic work situations, and then asked to make judgments about how they would address the situations.

Whether you’re trying to measure the leadership capabilities of managers or an individual’s ability to excel in sales, online job simulation is an extremely accurate way to assess skills and competencies. The data collected via Censeo’s Skill Simulation Assessment help clients identify or predict top performers, make more informed hiring decisions, and develop their talent pool.

Special Purpose **Surveys**



Often, client needs call for surveys that can’t be easily categorized or that require unique survey presentation or reporting characteristics. **Censeo’s General Survey Platform™** is designed to facilitate the administration of any survey used for collecting data via the Internet, allowing our clients complete flexibility. Some examples of surveys hosted on Censeo’s General Survey Platform are exit interviews, customer satisfaction surveys and training feedback evaluations.

Consulting **Services**



Censeo offers comprehensive consulting services to help clients select the best people, retain high performers, and develop their human capital assets. Our professional guidance helps ensure overall recruiting, selection and development processes are integrated and aligned to meet business priorities.

Censeo has years of experience developing valid, practical, value-added solutions for businesses in a variety of industries. Primary areas of consultation include competency modeling, best practice employee selection and development systems, test/survey authoring, assessment center design, structured interview guides and training, and test analysis and validation.

In providing solutions to meet our clients’ assessment needs, we focus on three key ingredients:

- 1 **World class technology** - accurate, reliable, fast, flexible and secure.
- 2 **Expert advice** on implementing assessment initiatives and using assessment information.
- 3 **Superior client service** - 24x7, worldwide.

Why Censeo?

When it comes to selecting an Internet assessment vendor, it is essential to choose the one company that will best meet your needs and become a value-added partner. We firmly believe that Censeo is that company.

Applied **Experience**

Censeo has extensive experience designing and delivering technology-based assessment solutions in the workplace. We efficiently leverage this knowledge and experience to ensure our clients receive world-class solutions that address their business challenges.

Leading-Edge **Technology**

Our clients demand technology that is rock-solid, fast and secure. Censeo's technologists focus considerable time and effort on exceeding these expectations, and are recognized as innovators in the delivery of web-based assessments. Through an open architecture and interoperability standards, we design our assessment technologies to support seamless, real-time integration with our clients' LMS, HRIS, or other internal applications.

Quality **Employees**

Many factors contribute to Censeo's success, but at the core, it all boils down to one thing: the quality of our employees. As one might expect from a company specializing in employee assessment, we go to great lengths to hire only the best and the brightest, and then position those individuals to make a positive impact on our clients and our company.

Focus on **Client Service**

Censeo's client service is truly a differentiator in the marketplace. Our team is comprised of highly trained specialists who understand the application of Web-based technology to the assessment needs of our customers. Whether you require assistance in setting up and implementing an online assessment solution, or your end users need help, our team strives to exceed your expectations.

To ensure the success of every online assessment project, each client is assigned a single Client Support Manager for the lifecycle of the project. This individual will:

- ▶ Provide advice on setting up and implementing assessment initiatives.
- ▶ Conduct all the steps necessary to set up assessments, including rigorous testing procedures to make sure everything is flawless.
- ▶ Provide initial education on Censeo's system (for example, how to gain access, track users and run reports).
- ▶ Provide ongoing monitoring and support to make sure the solution is used in a way that will optimize its benefits.

Once an online solution is live, Censeo's team provides 24x7, global support.

Our Clients

Over the years, Censeo has been fortunate to work with many of the world's leading companies across a wide variety of industries. Primarily serving the assessment and consulting needs of Fortune 1000 organizations, we actively support assessment initiatives in North America, South America, Europe, Asia and Australia.

Censeo's typical client engagements are not one-time projects — they are based on long-term relationships, and providing ongoing value to the organizations we serve.



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