IKM TESTWRITE™

A powerful solution for creating customized employee and candidate assessments

IKM provides online assessments and services that optimize the way you hire, train, certify and plan your workforce.

IKM TestWrite™ is an easy to use, online tool that allows you to extend, develop and deploy new assessments while maintaining IKM's unique assessment methodology, format, quality and standards.This ensures that the assessment results are reliable and that true insight into knowledge levels can be gained.

Any assessment developed using IKM TestWrite™ offers a comprehensive result report known as an IKM Proficiency Profile™. Areas of measurement within the report include:

- **Overall score:** The complete score of the test-taker
- **Percentiles:** A metric that can be used for comparative purposes across the test-taking population
- **Subject Analysis:** The test-taker's level of knowledge displayed within specific areas of the test
- **Work Speed:** How fast the test-taker was able to complete the assessment compared to others
- **Application Ability:** How well the test-taker can APPLY their knowledge
- **Subject Coverage:** How broad the test-takers knowledge is across all skill areas

Up to 18 sub-skill areas that make up a complete job requirement are accounted for within the test creation process, allowing specific strengths, weaknesses and proficiencies to be identified.

Why use IKM TestWrite™?

Do you ever need to test anyone's knowledge or skills, whether its for training, recruitment or other HR initiative? Are you put off because you can't find the appropriate test ? Are the tests you do find not specific enough to your work environment?

Are you concerned that developing your own tests can be difficult, time consuming, expensive and unreliable?

Then IKM TestWrite™ is your perfect assessment partner.

With IKM TestWrite™ you can easily develop meaningful assessments specific to your working environment that will provide reliable test results in an affordable way.

Benefits of TestWrite™

- Shortens the life cycle of the assessment development process
- Ensures assessment integrity, format, quality and standards
- Ensures tests can evolve over time with your business
- Allows the creation of environment-specific assessments
- Facilitates your HR initiatives across the enterprise

IKM TestWriteTM - meeting your customized assessment objectives

Objective	IKM TestWriteTM	Outcome
You want to create an assessment specific to your work environment	IKM TestWrite gives you the freedom to develop a test based on any work environment.	Relevant
You want to ensure that the assessments you create generate valid results	Because IKM TestWrite is based on a unique adaptive methodology, the results generated are fully proven.	Reliable
You want the tests to be able to grow with your business over time	IKM TestWrite gives you the flexibility to amend, update, and extend your assessments as you need.	Flexible
You want to be able to understand the test results and have them available for future analysis and reporting	IKM TestWrite produces a comprehensive yet easy to read results report known as The IKM Proficiency Profile . All results are stored in a HID (Human Intelligence Database) for future reporting, analysis and searches.	Valuable
You want more than a single score or pass / fail assessment result	The IKM Proficiency Profile offers 6 areas or results, including a breakdown of up to 12 sub-skills.	Detailed
You have very limited time to develop your own test and are not sure how to go about it	IKM TestWrite allows for a collaborative process so that all your team with the relevant skills can be involved. It streamlines the assessment development process to make it quick and easy, without compromising the end result.	Quick & Easy
You don't have a lot of money to invest in producing tailored assessments	IKM TestWrite can be licensed to you when you need it. It does not require a large capital investment or a costly consulting agreement.	Affordable

How does IKM TestWrite™ work?

IKM TestWrite™ is an online tool that provides a secure and collaborative environment to develop or customize tests. With an easy to use administrative system, you simply assign roles to the development process including authors, reviewers and editors. Supporting the complete lifecycle of assessment development from need identification through to development and review, IKM TestWrite™ guides the participants based on IKM's unique assessment methodology

Features of TestWrite™

- Easy to use web-based tool
- Capitalizes on IKM's unique adaptive assessment methodology
- Allows online 24 x7 collaboration
- Provides secure environment
- Takes advantage of IKM's instant online assessment results
- Allows further reporting and analysis of results

Why not have IKM develop a customized test for you?

IKM has knowledge measurement specialists on hand to manage and execute the test development cycle from needs identification through to test roll-out. Working in partnership with your team, IKM will produce assessment that will make the most impact to your business.

Identify the Subject Matter Experts (SMEs)
SME's may include published authors, WEB site hosts, User Group founders and others who have established their expertise. You may also nominate your own SMEs who may be within your organization.

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Assign Roles and Responsibilities
Roles are assigned to the participants in the question development process that can include a test development manager, author, reviewer, editor and final reviewer. As question pass through the phases of development, the 'status' codes are updated to ensure a tightly managed process is followed.

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Identify sub-skills for assessment
In order to provide the granularity of results of a subject matter, each test subject should be subdivided into 12-18 sub-skills of assessment. The panel of SMEs is tasked with determining the sub-skills so that question development can begin.

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Develop Questions
Questions are developed, reviewed and edited concurrently on line by all the participants (Authors, Reviewers, Editors). This ensures a rapid development process that adheres to IKM's unique adaptive testing methodology.

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Test Questions and Roll-out

Once all questions have reached the 'complete' status code, the test manager provides a final 'sanity check' before the test is loaded into the online environment where it will be available for the assessment-taker population.

Underpinned by IKM's Unique Adaptive Methodology

Secure online collaboration