

BioOhio + tsp Talent Assessment

Aligning business and people strategy

BioOhio is bringing TSP's big-company experience and small-company approach to talent assessment in a new tool built specifically for member organizations. Let's work together to organize the chaos of applications and make the best hiring decisions across the board.

BioOhio's tspFOCUS assessment goes beyond typical personality tests to understand the behaviors candidates are likely to display in their roles and offer feedback directly to hiring managers and HR professionals. tspFOCUS assessments have been used with tens of thousands of candidates in the pharma/biotech industry.



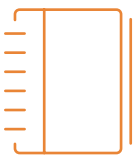
Based on research conducted with BioOhio member companies.

BioOhio and Taylor Strategy Partners (TSP) used a grant from the state of Ohio to conduct research with member companies to identify the most commonly desired competencies for entry-level talent. TSP leveraged decades of experience working with the largest companies in the industry to create tspFOCUS items that are in tune with what's important to BioOhio members.



Quick and easy online administration.

Taking less than 15 minutes to complete, the tspFOCUS assessment is user-friendly for candidates and hiring managers / HR teams. The assessment can be completed on a desktop or mobile device. Candidate registration is on demand, and results are available in minutes.



Candidate-specific interview guides.

After each applicant completes the tspFOCUS assessment, hiring managers receive an interview guide that is both structured and specific to each candidate. The guide includes behavioral questions focused on the competencies that are most important to BioOhio companies, follow-up questions based on candidates' answers to the tspFOCUS questions, and tips / best practices for successful interviewing.



Have better conversations with candidates.

Move beyond surface-level responses by equipping hiring managers to have thoughtful (and job-relevant) dialogue with candidates. Instead of providing a "pass / fail" score, the assessment is designed to help decision-makers understand a candidate's reasoning and on-the-job behaviors.

To find out how we can partner together, contact
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taylor strategy partners