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# Assessment of Module 01: Check-in to Talent Management 4.0

Q01: Which statements are correct?

* The term talent can be universally defined
* Talent depends on the (business) context
* Talent can be naturally given
* Everybody has talents that can become important at some point

Comment: There is no universal definition of talent available, as talent is something very individual and context dependent.

Q02: Integrated or inclusive talent management aims to make best use of the talent(s) of each member of staff to deal with current and upcoming challenges of an organisation.

* *True*
* *False*

Q03: Which statement is not correct?

* Talent Management is affected by many factors like demographic, economic and climate change.
* Changes regarding digital technologies play a minor role for talent management
* Organisations and their people will require qualities like openness, willingness to learn and flexibility.

Comment: Digital technologies are changing our societies rapidly – they have effects on the way we live, we do business and we manage talent.

Q04: A creed should be a very detailed and long statement about a company’s vision, values and goals.

* True
* False

Correct Answer: A creed should be clear and simple. It consists of core principles, values and mutual expectations that guide the behaviour of an organisation and its people. It´s a very important mission statement that guides all talent management efforts.

Q05: Which statement is correct? Talent Management aims to…

* Build the capacity of an organisation to react adequately to changes
* to focus only on the most talented people
* find the right people and put them in the right positions

Comment: An integrated talent management system includes aims to capture and develop the talent of all employees. At the same time, critical roles receive a special focus to secure these positions sustainably.

Q06: A successful talent management strategy…?

* should be aligned with the business strategy
* address the company culture
* include all important HR practices

Q07: The talent dilemmas diagnostic tool addresses the top ten talent dilemmas that organisations should factor in, when building a talent management strategy. It helps an organisation to orientate and align its strategy so it fits an organisation.

* True
* False

Q08: Talent Segmentation…

* is a process of dividing talents in different groups, so they can be better taken care of.
* is the process of identifying the job roles that are critical to an organisations success.
* is a staff selection process that aims to identify positions that can be made redundant.

Q09: Which statement is not correct?

* A competency model helps an organisation to clearly describe skills, knowledge and behaviours that are critical to business success and effectiveness.
* Competencies usually include soft factors and skills that make a difference in getting tasks done successfully.
* A good competency model is something general that can be used in all different kinds of organisations and companies

Comment: A good competency model is tailored to the needs and circumstances of an organisation and represents a collection of behavioural descriptions considered to be critical to success.

Q10: What are the general types of competencies (as per the model of Erpenbeck & Rosestiel 2007)?

* Personal competencies
* Social and communicative competencies
* Action competencies
* Digital competencies
* Competencies in methods and subject matter expertise

Comment: Digital competencies would not be a separate type of competencies as it would fall into the category “competencies in methods and subject matter expertise”.

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