



# Talent Assessment Program



Helping you **TAP** into the work potential  
of every individual.

A **WAYPOINT SYSTEM**. PROGRAM



## Compatible



### You can assess ALL your clients fairly and quickly.

The Talent Assessment Program, TAP, has established itself over the years as the career field's leader in assessing and evaluating functional career aptitudes. Using TAP, you can assess and evaluate everyone in your career program. TAP is non-reading and crosses all language barriers. Combine TAP with the most advanced computer program and you can evaluate each individual for all types of manual jobs... high tech, low tech, and jobs represented in the Dictionary of Occupational Titles (D.O.T.) and the occupational data of the Department of Labor (D.O.L.).

#### Testing That Makes Sense

The ten tests that make up the TAP use "real" tools and "real" tasks to measure an individual's functional aptitudes and strengths. TAP is a practical and proven way for you to provide "real" guidance for your clients.

The TAP is portable and highly durable. The components of this economical program are non-consumable and the tests can be administered to groups or individuals by professionals and paraprofessionals. TAP helps you do your job faster and more effectively increasing your quality time with clients.

#### Fair Evaluation For All

The Talent Assessment Program does not require any reading ability. Thus, instructions may be given in any format. Oral, Written, Signed, or Simply Demonstrated. This provides equal assessment opportunities to all.



### A Proven System That is Fast and Easy to Administer... and to Evaluate.

Using the TAP system, one person can test and evaluate as many as 20 individuals in a day. The tests are easy to administer and the computer program is the most advanced and user friendly on the market today. You will receive on-site staff training in the use of TAP and any additional assistance that might be necessary is just a toll-free phone call away.

#### The Evaluator's Dream: Better Information in Less Time.

Ever mindful of the needs of the assessment community, Talent Assessment has continued to improve its evaluation program to the point that many professionals now consider our computer program to be the "easiest and best program" they've ever used.

Seconds after you enter an individual's test results into the computer, the TAP program will provide:

- A complete summary with positive feedback regarding the strengths indicated.
- Potential occupational areas drawn from the Department of Labor data and matched to the individual's test results.
- A comparison of an individual's attributes to any job in the extensive TAP database.
- A detailed analysis of specific jobs related to an individual's potential occupational areas.

The TAP software allows for easy modification of test scores and retesting; saves client information for future retrieval, and allows for the input of data from other assessment instruments. The TAP software will produce job possibilities for all clients, regardless of handicaps.



## THE TEN TESTS OF TAP A Proven System For Measuring An Individual's Functional Career Aptitudes

### VISUALIZATION & RETENTION

1. Form and spatial perception is an essential aptitude to have in the mechanical, industrial, and building trades. (TEST 1)
2. The ability to follow flow patterns is needed in many areas, especially electronics and computer programming. (TEST 9)
3. The retention of form and spatial details indicates potential for reconstructing devices and repeating tasks without supervision. (TEST 10)

### DISCRIMINATION

4. The fine discrimination of similar objects is needed in such jobs as electronics and small parts assembly. (TEST 2)
5. Strong color discrimination is an attribute important to many occupations including artists, wallpaper hangers, cosmetologists, auto body workers, laboratory technicians, and pharmacists. (TEST 3)
6. Tactile discrimination is vitally important to such occupations as upholstering, auto body work, woodworking, physical therapy, and dental modeling. (TEST 4)

### DEXTERITY

7. Fine motor control is needed in many fields that work with small materials including assembly line operations as well as dental technicians, counter partsmen, surgeons, and jewelry display arrangers. (TEST 5)
8. Manual dexterity plays a large part in the building trades and materials handling. (TEST 6)
9. Quality performance with small tools is required in mechanics, electronics, and the medical profession. (TEST 7)
10. The ability to use large tools is an advantage in industrial and mechanical work. (TEST 8)



## Your total system for assessing career aptitudes quickly and fairly.

- Guaranteed results for all clients.
- No reading required.
- Applicable to ALL individuals.
- Highly reliable tests.
- Nondiscriminatory.
- Economical and cost effective - decreases test time per client and increases caseload capability.
- Fast. Test large groups of individuals at one time.
- Assesses for many high tech jobs.
- Non-consumable.
- Computerized Scoring.
- Allows for input of other testing information i.e.: PIC, G.O.E., etc.
- On-site staff training.
- Easy to administer - even by paraprofessionals.
- Quickly and easily scored.
- Real work testing with actual tools and materials of the trade.
- Complete portability - fits into any situation.
- Attractive durable testing materials.

### Components of TAP

- 10 proven TAP Test Instruments.
- Training on-site at your facility.
- Complete computer program.
- Complete instruction manual.
- Durable deluxe carrying cases.
- Customer service HOTLINE.

For more information about the benefits that TAP can bring to your career program and to arrange a demonstration, write or call us today.

For other assessment products by T.A.I. visit  
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