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Welcome to Podium

The Future of Assessment



**ROBUST. COST EFFECTIVE.
INDUSTRY-LEADING TECHNOLOGY.
ACCESSIBLE.**

Podium is a state-of-the-art, technology platform that seamlessly supports the delivery of psychometric assessments, surveys, and questionnaires. Designed with both practitioners and test takers in mind, Podium can immerse a candidate in your brand, imagery, and ethos in a way that no one else can.

The last 10 years has seen some dramatic shifts in our understanding of personality, the relationship between brain and behaviour, and the link to job performance. Our core psychometric assessments are based on modern neuroscientific models and are deeply rooted in 100 years of research. Partnering with Podium gives you immediate access to best-of-breed, defensible, psychometric tests and on this we don't compromise.

Sitting behind Podium is a diverse team of international psychometricians, world-recognised academics, big data analysts, workplace psychologists, designers, and IT specialists. This group not only has access to contemporary thinking in the assessment space - they drive it.

Drawing on the team's diverse backgrounds means that Podium is packed with features to keep the test-taker optimally engaged and without compromising assessment best-practice. Flexible, secure, and used by some highly recognised and respected brands, Podium is lifting the industry standard for employee selection, development, and coaching.

Armed with the powerful insights Podium tests provide, you can select the best people quickly, accurately, and cost-effectively.



YOU TOLD US WHAT YOU WANTED.

With rapid technological, social, and economic change, our processes for attracting, selecting, onboarding, and developing talent have to evolve. Now more than ever, you told us you want assessments to:

- Be short and succinct, as well as robust.
- Cost-effective as well as reflect advances in neuroscience and machine learning.
- Be fun without disadvantaging minority groups.
- Be easy to administer as well as secure.
- Support the entire employee life cycle.
- Reflect your brand - not ours.
- Provide a seamless candidate experience and be easy to navigate.
- Support meaningful conversations about your candidate and employee potential.

WE LISTENED!

Setting us Apart

Peace of Mind Security

The Podium assessment system uses secure, industry-leading cloud infrastructure and is compliant with stringent EU and ISO/IEC 27001 data security standards. Your test data is backed up, protected, and accessible only to you.

Your Brand - Your Story

With Podium the onboarding experience starts from the minute someone opens a test link and is absorbed in your vision, your brand, and your story.

Interactive and Engaging

Options exist for all content to be interactive, leveraging drag-and-drop options, sliders, pictures, rapid-fire questions, and animation; thereby keeping the test-taker optimally engaged throughout the assessment experience.

Diversity and Inclusion

Podium operates an on-going programme of system and test enhancements to ensure that all colours, fonts, imagery, and words are sensitive to diversity and inclusiveness.

Diversity and Accessibility



We take issues of diversity and accessibility seriously. So much so, we have a continuous program of development to support the on-going evolution of our test platform and the specific assessments we build. Across

every aspect of design, we have taken steps to capture the diversity of a candidate's experiences, talents, and preferences irrespective of gender, ethnicity, age, sexual orientation, or disability.

VISION IMPAIRMENT

- All buttons, scroll, and progress bars are optimised for readability.
- Keyboard navigation and screen reader options are available such as Jaws and NVDA.
- Automatic modification of text to accommodate a high-resolution monitor.
- In-built high contrast colour combinations.

COLOUR BLINDNESS

- Options have been optimised for viewing by individuals who are colour blind including red/green and blue/green combinations.

HEARING IMPAIRED

- Subtitles and transcripts can be activated in parallel with any videos or animation options.
- Voice-over options are matched to video and animation for an authentic viewing experience.

DYSLEXIA AND OTHER LEARNING DISABILITIES

- Untimed cognitive test options to support candidates who require additional reading time.
- Keyboard shortcuts can be enabled to assist users with mobility issues.

GENDER NON-BINARY

- All reports include 'they', 'them', and 'their' pronouns in addition to he/she designations.

ETHNICITY

- Candidate biodata is captured against Statistics NZ ethnicity classifications.
- Options are available to analyse every video, animation, and image to ensure a proportional representation of ethnicities by gender and age.

Assessments at a Glance

Personality, Values and Interests

		Selection	Development	Guidance
PERSONALITY				
	Perspectives	<p>Perspectives is a modern occupational personality inventory based on contemporary neuroscientific research. It measures ten aspects of personality associated with the Big Five and distinguishes between those behaviours that are more stable (i.e. harder to change) and those that are more malleable (i.e. coachable).</p>		
	Derailers (dark-side)	<p>Derailers is a measure of a person's least flattering personality characteristics, which emerge when they are under pressure; commonly referred to as 'the dark-side' behaviours. Derailers measures six personality traits associated with extreme scores on the Big Five personality model and which are linked to dysfunctional workplace behaviours.</p>		
MOTIVATION				
	Drivers	<p>Drivers profiles a person's motivations and effort they are likely to expend in different activities. It is based on widely recognised theories of career development and work values and explores how compatible individuals are with different work environments.</p>		
CAREER INTERESTS				
	Horizons	<p>Horizons is a career interest profile based on one of the most widely accepted models of career themes today; namely, the 'Holland' model. As a career guidance tool, it provides individuals with insight into their interests and potential career paths</p>		

Ability and Aptitude

		Selection	Development	Guidance
GENERAL REASONING				
	General Cognitive Ability (GCAT)	GCAT is a measure of general cognitive ability and comprises of verbal, numerical, and abstract reasoning categories. Items are randomly arranged, such that no two candidates get the same questions nor in the same order.		
	Abstract Reasoning (GCAT-A)	Abstract reasoning is a term which assesses fluid reasoning and is designed to measure how quickly someone can understand and assimilate new and novel problems. Abstract reasoning is generally regarded as the purest form of general mental ability since it is independent of education and cultural background.		
	Numerical Reasoning (GCAT-N)	GCAT-N assesses the breadth and depth of a person's numerical and mathematical knowledge. Largely acquired through formal educational experiences, the GCAT-N includes basic mathematical functions as well as more complex numerical calculations.		
	Verbal Reasoning (GCAT-V)	GCAT-V assesses the breadth and depth of a person's verbal skills and knowledge. It includes both basic skills (e.g. reading and spelling of single words) as well as the ability to comprehend complex, connected verbal concepts.		
	Critical Reasoning (Acumen)	Critical reasoning is an important factor in the ability to make successful business decisions. Acumen represents a significant shift in the measurement of critical reasoning and differs to traditional tests by presenting information in a range of contemporary formats including text messages, blogs, and project apps.		
INFORMATION CHECKING				
	Checking	The checking test presents the test-taker with a large number of items in a short timeframe and requires the ability to quickly and effectively identify errors in detail, compare information, and assess the correctness of that information.		
MECHANICAL & TECHNICAL				
	Mechanical & Technical Aptitude	This ability test assesses technical reasoning by presenting the test-taker with items based around common mechanical and technical principles, including rotational relationships, moments of forces, levers, fluid dynamics, electrical continuity, and others.		

Behaviours and Skills

		Selection	Development	Guidance
SITUATIONAL JUDGEMENT				
 Situations	Situational judgement tests present test-takers with engaging and realistic work-related scenarios and then ask them to rank the appropriateness of various response options. These SJTs are customised for the organisation and reflect a critical aspect of the role, organisational culture, or operating environment. SJT's can be text based, are supported by animation, video, actor voice-over, and transcripts.	●	●	
 Leadership Situations	Leadership Situations provides an 'off the shelf' SJT focusing on effective leadership competence. The Podium Leadership Competence Model (LCM) is based upon a well validated model of leadership performance covering four functional competence clusters observed to be of relevance for effective leader performance. Each cluster is assessed with two contributing competencies providing an efficient and focused SJT for all leadership assessment needs.	●	●	
SKILLS				
 SkillCheck	SkillCheck is a comprehensive suite of 200 + skills-based assessments that measure everything from Microsoft office skills, contact centre simulations, IT, and industry specific skills such as accounting. Multiple options exist to assess basic, intermediate, and advanced skill levels.	●	●	
PRE-SCREEN INTERVIEWS				
 Video Interview	Video interviews provide the facility to ask your candidate a pre-defined set of interview questions via web video recording. Video interviews typically replace first round telephone or Skype interviews and can reduce the time spent on pre-screening by up to 80% and reduce recruitment spend by 50%.	●		

Personality : Perspectives



Personality describes long-term and relatively stable patterns of thinking, feeling, and behaving. Many important outcomes are influenced by our personalities. At an individual level, personality can impact your job satisfaction, employee engagement, and the quality, quantity, and timeliness of the work you produce. It can also impact your effectiveness as a leader.

Well-developed personality questionnaires are important in staff selection because measures of personality predict work performance and can contribute to both organisational effectiveness and individual well-being.

Perspectives is part of an exciting new breed of assessments that reflect modern neuroscientific thinking about personality.

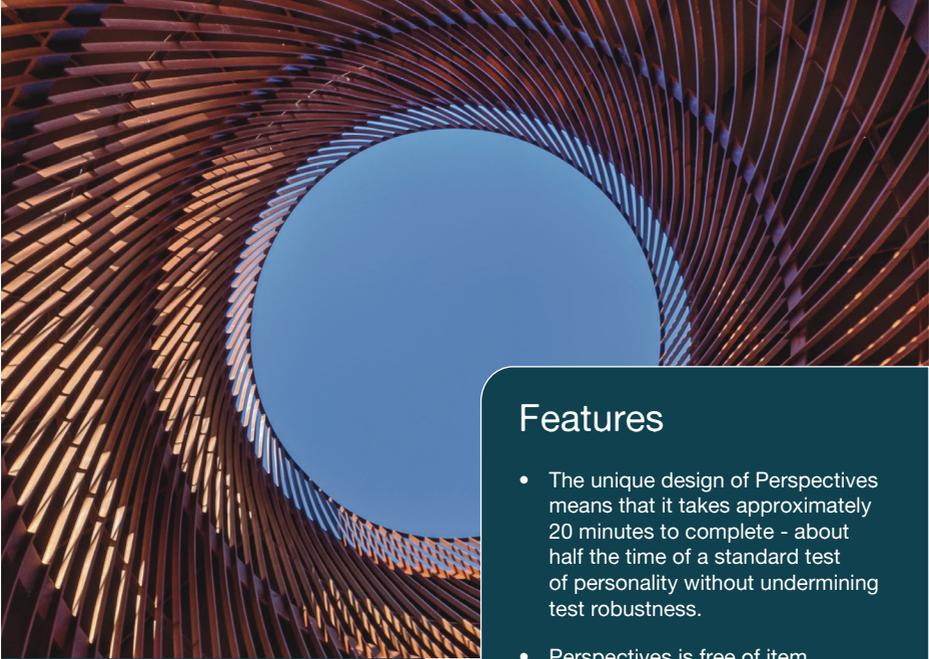
Developed in collaboration with Dr. Nigel Guenole from Goldsmiths University, Perspectives takes half the time of standard personality tests to complete and provides deep insight into an individual's patterns of thinking, feeling, and behaving.

Psychologist-designed reports are free of jargon, easy-to-read, and provide a concise summary of strength and development areas. Feedback and development report options give specific direction to any on-going coaching and/or support required.

Perspectives contains ten broad scales that can be clustered to form the Big Five as well as higher order personality dimensions of stability and plasticity.

Given its unique design, Perspectives is an invaluable aid to understanding which aspects of personality are more stable (i.e., harder to change) versus those aspects that are more responsive to personal development and growth. For HR professionals this can help inform where to invest development and coaching efforts to ensure the greatest return.





QUICK FACTS...

Measures:

Personality, tendencies and preferences.

When to use:

Selection, training and development, counselling and career advice.

Administration:

Supervised or unsupervised.

Duration:

90 questions untimed (20 minutes, approx.)

Cost:

Credit Based or Annual Licence (SaaS)

Reporting:

Selection, development, candidate single page and extended options.

Features

- The unique design of Perspectives means that it takes approximately 20 minutes to complete - about half the time of a standard test of personality without undermining test robustness.
- Perspectives is free of item redundancy and item overlap - features which add to this being a short, succinct assessment. Its interactive design also means that the test-taker is kept optimally engaged.
- The Perspectives report is free of psychology jargon and is easy to navigate. You don't have to wade through pages to get critical information about a candidate.
- Perspectives was developed using advanced item response theory methods, thereby supporting more fine-grained distinctions between candidates.
- Perspectives has strong reliability overall, and across sub-samples e.g. gender, ethnicity. It is also highly stable over time, with test-retest for all scales in excess of .75.
- Analyses of Perspectives data across thousands of participants of different ethnicities suggests appropriate use will not lead to adverse hiring decisions against minority groups.

Dark Side Personality : Derailers



Psychologists now understand that you can indeed have 'too-much-of-a-good-thing' and that extreme behaviours can, in some jobs, have a negative impact on performance. These extreme behaviours are what industry insiders refer to as 'the dark side' of personality.

There is a case to be made for the use of personality tools that focus on the measurement of dark-side behaviours in personnel-related decision-making. This in on the proviso that job analysis has shown these behaviours to impact job performance and that assessment is not being used for medical screening purposes.

Derailers is the only commercially available dark-side assessment that reconceptualises dysfunctional personality under the revised DSM-5 trait framework.

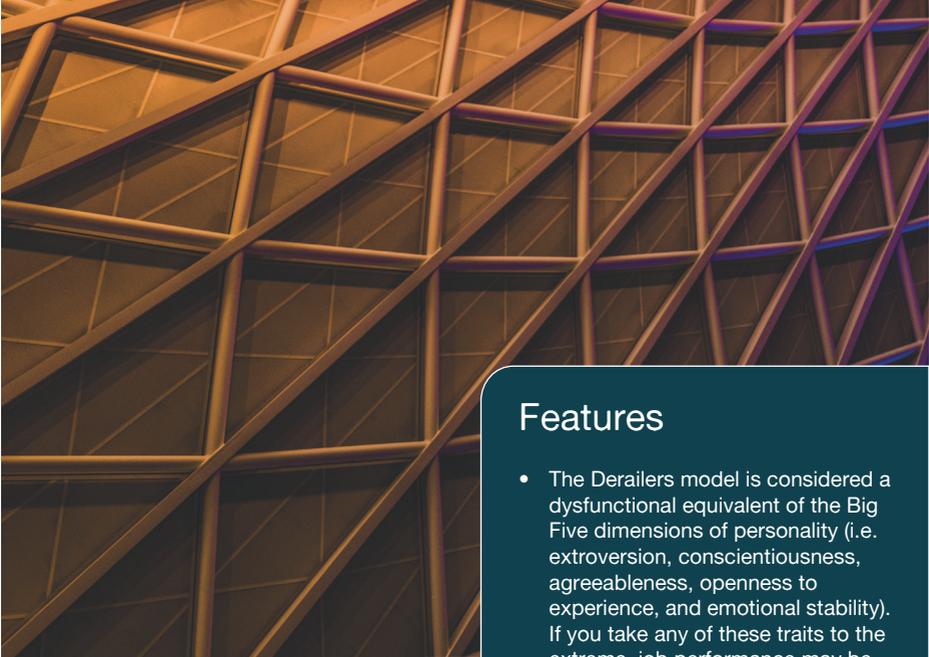
It provides a measure of a person's least flattering personality characteristics, which emerge when an individual is under pressure.

Commonly referred to as 'the dark side', Derailers is designed to predict job performance and diagnose counterproductive behaviours that interfere with interpersonal work relationships and prevent the achievement of work goals.

Derailers measures six counter-productive personality traits associated with extreme scores on the Big Five personality model. These traits are: Competitiveness, Reserve, Negative Emotionality, Disinhibition, Diligence, and Unconventionality.

Derailers is a self-report inventory, with minimal reading demands and can be completed in less than 15 minutes. Report output highlights areas of high risk and provides probing development recommendations.





QUICK FACTS...

Measures:

Dark-side personality, tendencies, and preferences.

When to use:

Training and development, counselling and career advice.

Administration:

Supervised or unsupervised.

Duration:

60 questions untimed
(15 minutes, approx.)

Cost:

Credit Based or Annual Licence (SaaS)

Reporting:

Development, candidate single page and extended options.

Features

- The Derailers model is considered a dysfunctional equivalent of the Big Five dimensions of personality (i.e. extroversion, conscientiousness, agreeableness, openness to experience, and emotional stability). If you take any of these traits to the extreme, job performance may be detrimentally impacted.
- Rather than screening for personality disorders, Derailers measures traits that predispose an individual to dysfunctional work behaviour, and in content areas that have clear implications for job success.
- Derailers was developed on large representative samples using advanced item response theory methods.
- Derailers has strong reliability overall and across sub-samples e.g. gender, ethnicity.
- Validity studies against well-established models, such as PDQ-4 reveal expected patterns of correlations with these alternative models.
- Examination of questionnaire items across ethnic groups reveals minimal evidence of psychometric bias.

Work Values : Drivers



Drivers profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities. It is based on one of the most widely recognised theories of career development and work values, namely, Schein's Career Anchors model. Drivers is an invaluable aid to investigating how compatible individuals are with different work environments.

Understanding an individual's personal drivers can help identify where someone is likely to gain the most satisfaction from work. It can also help identify the alignment between personal and work values, practices, and work environment.

QUICK FACTS...

Measures:

Work motivation and values.

When to use:

Selection, training and development, counselling and career advice.

Administration:

Supervised or unsupervised.

Duration:

36 questions untimed
(10 minutes, approx.)

Cost:

Credit Based or Annual Licence (SaaS)

Measures

Drivers measures the following work values and motivations.

- **Work Life Balance**
The need to keep a balance between one's work and personal life demands.
- **Security / Stability**
The need for stability, continuity, and job security.
- **Opportunities**
The freedom to seek opportunities, take risks, and push boundaries.
- **Stimulation**
The need for stimulation, challenge and variety in one's work.
- **Autonomy / Independence**
The freedom and discretion to schedule one's work and how work is carried out.
- **Technical Accomplishment**
The drive for success in a technical role and to work to the best of one's technical ability.
- **Authority / Power**
The need for power and control over others, and the desire to give directions and instructions to others.
- **Service**
The need to use one's talents to help others and make a difference.
- **Compensation / Reward**
The need to be remunerated fairly in comparison to others.

Career Interests : Horizons



Career coaching offers the opportunity to evaluate and realign your work situation with your career aspirations to achieve career synergy.

Using Horizons, an individual is guided through a process of exploring their career motivators, drivers, and interests to identify their 'best-fit' career options.

Horizons is based on one of the most widely accepted models of career themes today; namely, the 'Holland' model. Holland's theory is centered on the notion that most people fit into one of six personality types: Realistic, Investigative, Artistic, Social, Enterprising and Conventional.

Horizons is invaluable to school leavers, early in career graduates, and experienced employees who are looking for a career shift. For each group, the message is the same; aligning your career choices with your Holland personality type is a vital step towards well-being and job satisfaction.

QUICK FACTS...

Measures:

Career interests.

When to use:

Counselling and career advice.

Administration:

Supervised or unsupervised.

Duration:

20 questions untimed
(10 minutes, approx.)

Cost:

Credit Based or Annual Licence (SaaS)

Measures

Measures the following career interest areas.

- **Realistic**
Individuals with high scores on this scale are doers. They are down to earth, practical individuals who enjoy physical activity and working with their hands.
- **Investigative**
Individuals with high scores on this scale are thinkers. They are inquisitive individuals who enjoy activities that involve observation, investigation, and exploration.
- **Artistic**
Individuals with high scores on this scale are creators. They are expressive, individuals who enjoy artistic, creative pursuits and working with abstract ideas.
- **Social**
Individuals with high scores on this scale are helpers. They are caring and cooperative individuals who enjoy socialising and being in service to others.
- **Enterprising**
Individuals with high scores on this scale are persuaders. They enjoy taking charge, taking risks, and competing with others.
- **Conventional**
Individuals with high scores on this scale are organisers. They excel in structured tasks that require adherence to rules and planning.

General Cognitive Ability : GCAT



General cognitive ability is the capacity to learn, understand, and deal with new problems and situations. It influences how quickly somebody can assimilate new ideas, how readily they can adapt, and how adeptly they can solve novel problems.

For organisations, it is well established that cognitive ability predicts occupational success and is an important ingredient of future potential. The use of general reasoning tests is not without controversy, however, which is why the selection of these tools must be done with care and consideration for issues of fairness, reliability, and validity.

GCAT is a general cognitive ability test that measures abstract, verbal, and numerical reasoning ability. Adaptive versions of the numeracy and abstract sub-tests is also available.

GCAT is suitable across all industries to support selection, the identification of high-potential employees, career development, and succession planning.

The GCAT is available in both a timed and untimed format to accommodate selection into roles where complex decision making under time pressure may or may not be a requirement.

To replicate the demands of the modern workplace questions are presented in a random, rapid-fire format with no two candidates receiving the same questions in the same order. This is also an important feature to minimize malfeasant behaviour.



QUICK FACTS...

Measures:

General cognitive ability (verbal, numerical and abstract reasoning).

When to use:

Selection, training and development.

Administration:

Supervised or unsupervised.

Duration:

GCAT Variable 60 questions
timed (30 minutes) or untimed
(30 minutes, approx.)

GCAT Adaptive: Untimed
(30 mins, approx.)

Cost:

Credit Based or Annual Licence (SaaS)

Reporting:

Selection, development, candidate
single page and extended options.

Features

- Provides a comprehensive assessment of mental ability covering verbal, numeric, and abstract reasoning.
- The GCAT has question items that are randomly arranged, rather than delivered in arbitrary item sets, thereby mirroring the agile way in which people need to work on the job.
- Test options are available to support timed and untimed test administration making the GCAT suitable for candidates with dyslexia and other learning needs.
- Various delivery options maximise candidate engagement, while minimising malfeasant behaviour.
- GCAT has strong overall internal consistency reliability in excess of 0.85 across sub-samples e.g. gender, ethnicity.
- The GCAT can be unbundled, measuring abstract reasoning, numerical reasoning and verbal reasoning as separate scales.

Critical Reasoning : Acumen



Critical reasoning is an important factor in the ability to analyse information from different sources and draw logical conclusions which can be defended and justified.

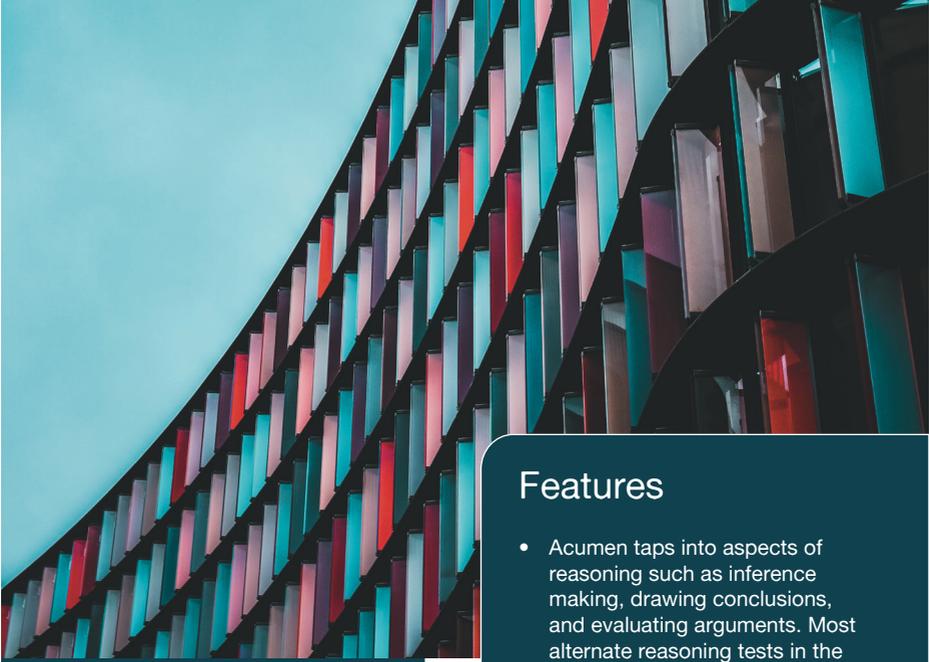
Acumen represents a significant leap forward in terms of how we measure critical reasoning. Incorporating both verbal and numerical elements, this assessment differs to traditional tests by presenting information in a range of contemporary interactive formats including text messages, blogs, bubble charts, and project apps. With high face validity, Acumen keeps the test-taker fully engaged throughout the assessment process.

Acumen provides a comprehensive assessment of reasoning using real-world, workplace scenarios. Verbal and numerical questions are mixed to reflect the agile ways people need to think on the job.

Acumen is suitable for graduates, emerging leaders, managers and executives and has application in the selection and development of staff.

Acumen consists of 25 numerical and 25 verbal items and measures the following abilities associated with critical reasoning:

- Understanding and identifying key points in complex arguments.
- Comprehending trends from statistical data.
- Analysing information derived from different sources.
- Evaluating the strength of arguments.
- Making logical assumptions and inferences.
- Drawing conclusions that can be supported.



QUICK FACTS...

Measures:

Critical reasoning in a business context.

When to use:

Selection, training and development.

Administration:

Supervised or unsupervised.

Duration:

50 questions timed (45 minutes).

Cost:

Credit Based or Annual Licence (SaaS)

Reporting:

Selection, development, candidate single page and extended options.

Features

- Acumen taps into aspects of reasoning such as inference making, drawing conclusions, and evaluating arguments. Most alternate reasoning tests in the market only require a candidate to judge the accuracy of a statement.
- Unlike traditional assessments, Acumen requires the candidate to interact with the assessment (i.e., to scroll through a text, or open up additional screens for layers of information).
- Acumen has strong overall internal consistency reliability in excess of 0.85 across sub-samples e.g. gender, age. While complex charts and tables are presented in the test these were developed with accessibility for colour blind and vision impaired participants in mind.
- Extensive trialling with graduate and managerial groups ensures that Acumen has high face-validity and can differentiate between candidates of high ability.
- The test is quick to administer with a completion time of 45 minutes.

Aptitude : Checking

The Checking test is an overall measure of attention to detail and the ability to discern similarities and differences when comparing multiple sets of data. Checking is important for clerical, administrative, and data inputting roles particularly where accuracy is important. The Checking test assesses ability in the following areas:

- The ability to proofread and spot errors in data.
- Accuracy in checking.
- Speed in checking.

QUICK FACTS...

Measures:

Information checking.

When to use:

Selection, training and development.

Administration:

Supervised or unsupervised.

Duration:

25 questions timed (8 minutes).

Cost:

\$25 per assessment (2 credits).



Aptitude : Mechanical & Technical

Mechanical and Technical aptitude has been developed specifically for online, unsupervised testing. Designed to predict the success of applicants in technical/craft apprenticeships or training roles, it assesses aptitude in the following areas:

- Grasping new physical principles.
- Practically applying technical concepts.
- Thinking about shapes and spatial relationships.

We recommend assessing general mental ability alongside technical aptitude to gain a more comprehensive view of a test-taker's ability.

QUICK FACTS...

Measures:

Mechanical and technical aptitude.

When to use:

Selection, training and development.

Administration:

Supervised or unsupervised.

Duration:

25 questions timed (8 minutes).

Cost:

Credit Based or Annual Licence (SaaS).

Situational Judgement : SJTs



Situational judgement tests present the test-taker with a range of hypothetical scenarios that you might expect to encounter on-the-job. This could include a critical incident, opportunity, or challenge. Typically, SJTs involve rating the effectiveness of several equally appealing responses or choosing a preferred method of action out of several possible options.

Well designed, SJTs can tap into a variety of content areas, including, but not limited to, leadership, change readiness, agility, problem solving, stakeholder management, and conflict resolution.



Because Podium's SJTs are designed with your organisation and role requirements in mind, they are often rated as having more relevance by testtakers and are more acceptable to them over other forms of assessment. The use of animation and video also gives SJTs a level of realism not typical of other assessments.

Care is taken in the design of an SJT to minimise any unconscious bias by test-takers, including:

- The avoidance of stereotypical imagery, words, and connotations.
- The use of instructions that equally appeal to men and woman.
- Using inclusive imagery in animations and video.

The unique design of Podium's SJTs means that practice is unlikely to enhance candidate performance. For optimal results, we recommend using SJTs alongside a problem solving and personality assessment for a more comprehensive picture of potential.

Please contact Podium for pricing information.

Situational Judgement : Leadership



Leadership Situations provides an 'off the shelf' SJT focusing on effective leadership competence. The Podium Leadership Competence Model (LCM) is based upon a well validated model of leadership performance covering four functional competence clusters observed to be of relevance for effective leader performance. Each cluster is assessed with two contributing competencies providing an efficient and focused SJT for all leadership assessment needs.

QUICK FACTS...

When to use:

Selection or development.

Administration:

Supervised or unsupervised.

Duration:

Untimed. 16 scenarios: seat time 45 minutes (approx.).

Cost:

Credit Based or Annual Licence.

A comprehensive overview of the participant can be gained by using this SJT alongside our personality and ability assessments (e.g. Perspectives of Derailers, GCAT or Acumen).

PODIUM LCM:

Strategic Thinking

- Acquiring Information
- Generating Ideas

Influence

- Confidence
- Presence

Drive to Achieve

- Proactivity
- Continuous Improvement

Understanding Self and Others

- Developing Others
- Teamwork

Video Interviewing



The use of video interviews is increasing at a significant pace and crosses nearly every job type and industry. Video interviews typically replace first round telephone or Skype interviews and can reduce the time spent on first round screening by up to 80% and reduce recruitment spend by 50%.

Interviewers and candidates are not online together so you don't have to worry about scheduling interviews, time restrictions, or wasting time with unsuitable candidates.

BENEFITS...

- Save a video interview and review at your convenience.
- Pre-set the time a candidate has to prepare and answer each question.
- The security and encryption of videos means candidate information is always protected.

QUICK FACTS...

When to use:

Pre-screening.

Administration:

Unsupervised; in a candidate's own time.

Duration:

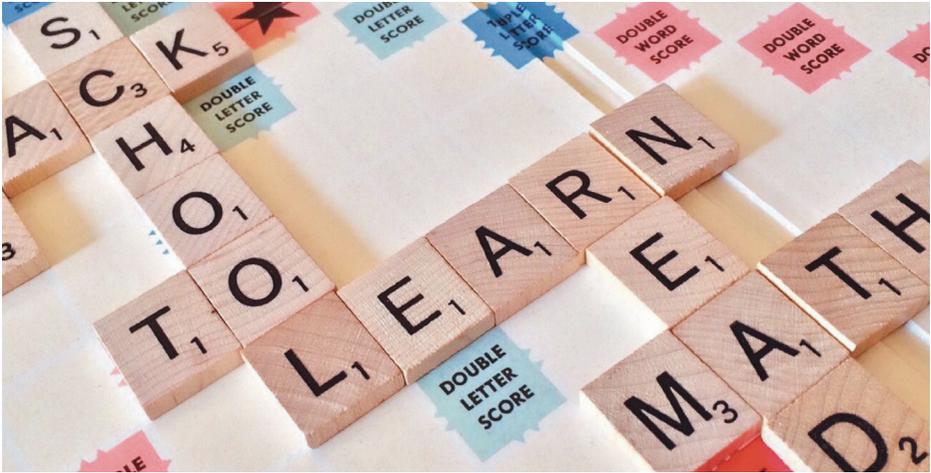
Typically 15 to 30 minutes depending on the number of questions.

Cost:

License options and per person. Please contact Podium for more information.



SkillCheck Skill Tests



Podium is a distributor of the SkillCheck range of skillbased assessments. Choose from more than 200 test titles covering a wide range of skill and knowledge areas.

Accessible on a per-test basis or an annual license, we can load whatever combination of SkillCheck tests you want for a seamless candidate experience. Popular assessment combinations include:

Microsoft assessments

Excel, Word, PowerPoint, Outlook, and Access.

Basic skill assessments

Typing skills, Data entry, telephone skills.

Industry areas

Accounting and finance, industrial, retail, legal, medical and call centre.

QUICK FACTS...

When to use:

Selection, or training and development.

Administration:

Unsupervised.

Duration:

5 to 10 minutes (approx.); dependent on the assessment

Cost:

License options and per person. Please contact Podium for more information.





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