



Why We Use the Geisinger Talent Assessment

What is the Geisinger Talent Assessment?

The Talent Assessment is a series of online questions with multiple-choice responses designed to capture an applicant's natural strengths. The validated assessment will help Geisinger select individuals for open positions or promotions within a team that have talents aligned to be outstanding healthcare professionals.

Is this a test?

No, the Talent Assessment is not a test, and there is no pass or fail as a result of completing the assessment. This assessment is part of the application process and will be considered along with your application, resume, references, and if applicable your interview.

Why is the Geisinger Talent Assessment valuable to applicants and Geisinger?

The Talent Assessment helps determine top talent to join Geisinger, with the goal to improve the culture of our organization, for our employees, and our patients, by aligning values. It's designed to identify the best applicant for a position by finding their strengths in combination with a review of work performance, experience, skills and behavioral characteristics. This allows us to make an informed decision during the selection process and helps you on your way to success in a role.

How long does it take?

The Talent Assessment typically takes 20-30 minutes to complete. You can exit the assessment and return to it at any time if you are unable to finish it in one sitting. However, it is a best practice to find a quiet, distraction-free location so you can devote your entire attention to the assessment and complete it. Once you finish the entire assessment the results are then available to the HR team.

Why is it important that applicants take the Geisinger Talent Assessment?

Your application to a position at Geisinger is not complete until you finish the Talent Assessment.

Thank you for your interest in Geisinger's career opportunities.

Geisinger