Kira Talent Assessment Guide

Dalhousie University MBA Program

What is Kira Talent?

Kira Talent is a holistic admissions assessment platform designed for use by academic program departments to assess students for admission.

This platform:

- Allows you to conduct your assessment at a time that is convenient for the you.
- Gives you an equal opportunity by building a standardized assessment that will reduce bias in the admissions process by using independent feedback, reviewer analytics and rubrics.
- Provides accessibility accommodations and is WCAG 2.0 AA compliant.

Kira Assessment Process

Invitation

The Admissions Coordinator completes an initial review of each application. If the applicant is successful, they are moved on to the Kira Assessment stage. An invitation with the link to complete the assessment will be sent via e-mail from Kira, and an e-mail with additional details relating to the assessment will also be sent from the MBA office.

Registration & Practice

It is recommended that applicants set aside 15-30 minutes to complete the Check-In process.

During this phase of the assessment, you will be required to register for the assessment, test your devices (webcam, microphone and computer) and practice answering questions.

The practice questions in Kira allow you to familiarize yourself with the platform and to double-check that your device is set up properly. However, there are some key differences between practice and real assessment questions to be aware of:

- During the practice, you can complete your questions as many times as you'd like. During the real assessment, you only have one chance per question.

- During the practice, you can replay your responses to understand how you're presenting yourself. During the real assessment, you cannot playback your responses.

- Only your responses to the real assessment questions are evaluated. No one has access to anything you recorded during your practice (except you!)

The practice questions may or may not be related to the real assessment questions. Preparation and response time between questions may also vary.

Assessment

During an **asynchronous assessment**, you'll be asked to submit timed video and/or written responses to questions that have been pre-recorded by the program. Each question will have a designated amount of prep and response time, and you can track your remaining time for each component on the screen. You'll be able to record your responses from the comfort of your home, and you can do so in your own time. This is a **one-way assessment**.

The assessment takes approximately 40-50 minutes to complete.

The information in this document has been adapted from the KiraTalent website:
https://www.kiratalent.com/

During a video question, a pre-recorded video will play for you one time. The associated question text will be available for you to read on the screen throughout your preparation and response time. You'll answer a video question in a timed, recorded video format. You can track your remaining prep and response time using the countdown timer and bar at the top of your screen.

During a written question you'll see question text displayed on your screen throughout the duration of your response time. There is no video, and there's also no preparation, but often a longer response time. A written question can only be answered with a written response.

Corporate Residency MBA Applicants: You will be asked to complete asynchronous video questions, written questions and math questions.

MBA Career Advance Prior Learning Assessment (PLA) Applicants: You will be asked to complete asynchronous video questions and written questions.

MBA Career Advance Applicants (non-PLA applicants): You will be asked to complete written questions.

Tips for Preparing for Assessment

- Update your software to avoid unwanted pop-ups and computer restarts

- Disable notifications, disable browser extensions and close unnecessary applications and browser tabs to free up your computer's system resources and increase internet bandwidth

- Choose appropriate attire – this assessment should be treated the same as a job interview

- Practice common graduate school application questions – Who are you and why should you be admitted to the program?; Why do you want to join the program?

- Charge your device and ensure it is plugged in before you start

- Set the scene; choose an appropriate background for your video; ensure proper lighting

- Find a quiet time or space to complete the assessment to avoid disruption

- Allow yourself enough extra time to register for the assessment, test your devices (computer, microphone and webcam) and practice questions ahead of completing the actual assessment so that you can make adjustments or seek help for technical issues as needed beforehand.

  Corporate Residency MBA Applicants: Review sample math questions before taking the assessment. The math questions in the assessment will be similar to GMAT questions

FAQs

How long will I have to complete the Kira Assessment?

Each applicant is given a deadline of seven (7) days from the date and time they receive their invitation to complete their assessment. They can complete the assessment at any time during the assigned seven (7) days.

What will I need to complete the Kira Assessment?

You'll need the following things to complete any assessment in Kira:

- Laptop or desktop

- Camera, built-in or external

- Microphone, built-in or external (headphones will work too!)

- Speakers

- Stable internet connection

- Notepad

- Pen

- Calculator (Corporate Residency MBA Applicants)

Will I be able to use my tablet or smartphone?

The platform is not supported on mobile devices or tablets (including iPads). However, Microsoft Surfaces are supported.

What browsers are supported?

For the best experience on the Kira Talent platform, please use one of the browsers listed below.

- Google Chrome: Version ≥ 77 (our recommended browser)

- Firefox: Version ≥ 69

- Microsoft Edge (on Chromium): Version ≥ 76

- Opera: Version ≥ 62

Please note that Safari and Internet Explorer (IE) are not supported at this time.

You will need an updated version of your browser to complete Device Setup.

I am experiencing a technical error!

If you experience a technical error during registration or the assessment, please contact the Kira Support team at support@kiratalent.com

Can I come back to complete the assessnebt after registering?

Yes! You can return to your Check-in page at any time before your assessment's deadline or start time using your unique Check-in link.

To access your unique Check-In page, please use the link you received in your invitation email.

I lost my invitation email. What do I do?

First, make sure your invitation email isn't in your trash or junk folders.

If you still can't find it, please contact us at mba@dal.ca

Why can't I edit my email address in registration?

Your email address that is provided in your initial online application is used as a unique identifier that the school or organization requires for each applicant. If you wish to change it, please contact mba@dal.ca

Can I retake the assessment? Can I redo a question? Can I receive a deadline extension?

Once your responses to your assessment have been submitted you can't redo your questions.

Requests to re-do the assessment, individual questions or extensions to the deadlines provided will only be at the discretion of the MBA Admissions Committee. Please contact mba@dal.ca as soon as possible if you need to make a request. Do not wait until the deadline has passed before making a request.

How can I confirm my responses were submitted?

At the end of your assessment, you'll be able to watch a closing video and provide feedback about your experience. Afterwards, you'll be brought to a summary page stating, "You have completed your assessment".

You can confirm your submission by checking that your unique link in your invitation email now brings you to a submission confirmation page.

Can I review my responses after they're submitted?

No, you will not be able to review your recorded responses from your asynchronous assessment.

Once the Kira assessment is complete, your responses can only be accessed by the MBA office. We recommend taking advantage of the practice questions to become familiar with the platform and to ensure your audio and video quality is satisfactory.

Does the Kira Platform track for Applicant Integrity?

Yes, the Kira Talent platform tracks suspicious and/or fraudulent applicant behavior and reports this information back to school/organization on a per-applicant basis.

Are there accessibility options or additional assistance?

If you require accessibility accommodations to complete your Kira assessment, or if you typically receive accommodations, please support@kiratalent.com. Their support team is happy to assist, and they'll connect with the school on your behalf to find a solution that works for you.

When will I receive a decision on my application after completing the assessment?

Applications and assessments will be reviewed by the Admissions Committee as they are completed. You should expect to receive a decision within 3-6 weeks after completing the assessment.