


Assessment Evaluation Checklist

What makes an Effective Selection Assessment

Essential Factors	Benefits
Work-related questions/content	✓ Credibility, face validity and potential usefulness
Results relate to specific job performance	✓ Face validity, accuracy, legal protection, ease and accuracy-of-use
Provides an overall score for each "assessee"	✓ Criterion validity, ease-of-use and ability to verify effectiveness
Measures all key performance related factors	✓ Greater accuracy and test confidence
Legal and ethical compliance	✓ Legal protection, which is mostly determined by the above
Validity and verifiable accuracy	✓ Improved insight, decision-making..., which is mostly determined by the above
Measures both eligibility and suitability with customizable job criteria	✓ Essential for comprehensiveness and effective interpretation as well as focus on real performance factors
Effective lie prevention and detection	✓ More accurate results' Eliminates ability of "Deceivers" to fool system
More than 100 behavioral factors	✓ Human behavior is complicated; a large breadth of factors is necessary to accurately predict it
Short eligibility pre-test	✓ Quick applicant processing and better interpretation in conjunction with other assessments
Behavioral questionnaire focused on preferences and determining natural tendencies	✓ Talent attraction, better test reliability, talent retention and succession planning
In-depth coaching and development reports	✓ Provides insight to strengths, potential derailers and blind spots
Significant Added Value Factors	
Applicant tracking features	✓ Saves time, allows for applicant tracking in the context of assessment; Reduces time and cost up to 80%
Recruitment campaigns	✓ Segregates candidates by position for ease-of-use and tracking and allows focus (and expense) only on top performers
Competency and values mapping	✓ Helps employees to develop behavioral competencies and core values and improves ability of managers to play role of coach
Team reports	✓ Accurately delineates team values, identifies strengths and clearly identifies gaps to address
Succession planning features	✓ Easily identifies jobs for which internal employees are both suitable and eligible
Interview reports	✓ Provides professionally developed questions focused on job criteria making interviews more effective and useful as a validation process
Career reports	✓ Provides insight into how to develop careers and the most suitable careers

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