



EVALUATING ASSESSMENT TESTING: WHAT MATTERS

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WHEN IS ASSESSMENT TESTING LEGAL?

- Only If:

1. Properly Validated

2. Job Relevant

WHAT IS PROPERLY VALIDATED?

- Validation is means of determining whether a test accurately predicts job performance
- EEOC's Uniform Guidelines On Employee Selection Procedures: Job analysis that includes fairness, representative samples, personality traits, critical knowledge, skills and abilities, statistical sampling, statistical procedures and other important criteria.

ASSESSMENT TESTING PROOF REQUIREMENTS

- Content(competencies—the nature of the job)
- Criterion—(performance on the job)—validation and not benchmarking

WHAT IS VALIDITY & RELIABILITY?

- Validity: How well an employment test measures what it is supposed to measure?
- Reliability: Does it measure the same knowledge, skill or ability every time it is used? Has it been carefully documented how was it developed and validated?

QUESTIONS TO ASK ABOUT VALIDATION

- What were the procedures used in the validation study?
- Did they meet with generally accepted standards such as described in the “Standards for Educational and Psychological Tests?”
- A reputable test provider will make a written statement saying that they have conformed.

HOW TO ARRIVE AT “GOOD CUT OFF” SCORE?

- By giving the test to everyone that applies and comparing job performance with test scores
- By giving the test to people already in the job and comparing test scores with job performance
- Correction for Restriction of Range Issue: People in the job will be more similar than people that apply for the job

BENEFITS OF PRE-HIRE ASSESSMENT TESTING

- Adds Consistency and Uniformity to the Hiring Process
- Save Time for Interviewer by Narrowing the Pool of Candidates
- Helps avoid Bias in Hiring Procedures
- No Evidence supports that the Interview, Reference checks are Fair and Unbiased

WARNING SIGNS FOR ANALYZING VENDORS

- If analysis does not state that a validation or reliability study was completed?
- If the test measures communication styles and is sold as a pre-employment test---MBTI, Disc, Enneagram, Call Reluctance?
- If the test reflects a benchmarking with less than 50 people in the job?