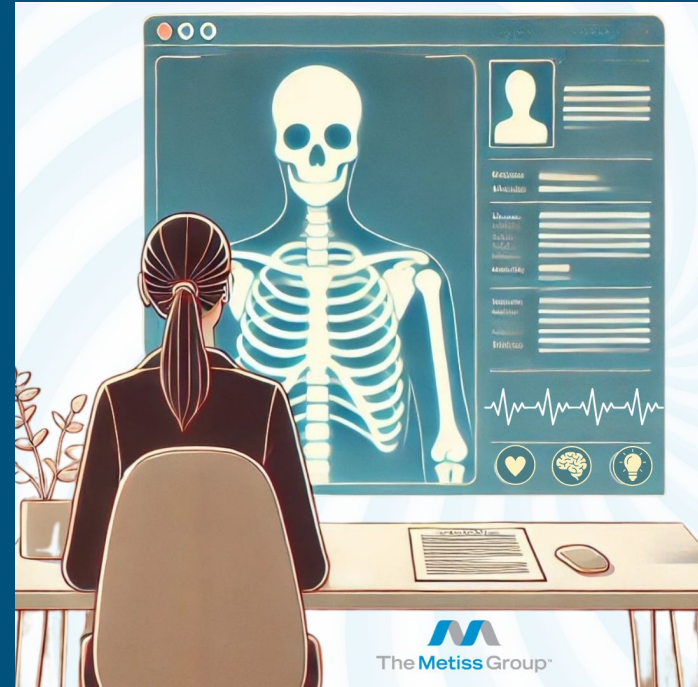


# X-Ray Vision for Hiring: World-Class Assessment Diagnostics For Selection

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# Why This Webcast?

- Difficult to understand people from an interview
- Cost of bad hire more now than ever
- Better understand hiring assessments





**Charlotte**



**Detroit**

## **Accelerate**

**2,500 leaders  
developed**

**10,000 direct  
reports impacted**



## **Select**

**12,000 candidates  
evaluated**

**2,000 successful  
hires**

**1,300 scorecards  
built**

# The Diagnostic Metaphor

- Would you use an X-ray to diagnose a fever?
- Use the right tools for the right insights
- Combine diagnostics for a full picture



# Why Use Assessments in Hiring

- Resumes show history, not potential
- Interviews show polish, not patterns
- Assessments reveal how someone will show up on the job
- Better data = better hires
- Boost accuracy and team alignment



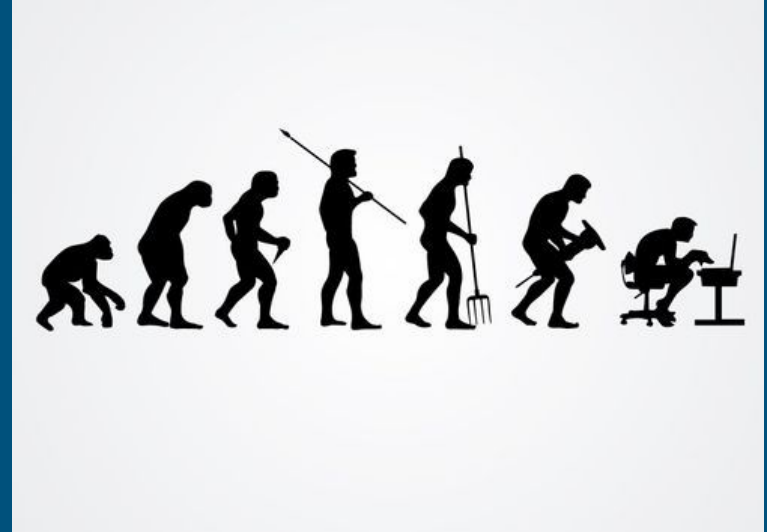
# Assessment Use – Today versus 10 Years Ago

## Then (2013):

- Only 26% of companies used assessments regularly (SHRM)
- Hiring relied on resumes, references, and unstructured interviews
- Assessments used late or not at all

## Now (2023–2024):

- 70%+ of employers use assessments (HBR)
- 78% of large firms use personality, behavioral, or cognitive tools (Brandon Hall)
- Shift to multi-science tools tied to job fit
- Assessments used earlier and integrated with hiring systems



# Assessment Legal Requirements

- EEO Compliance (no discrimination based on race, sex, age, disability, etc.)
- Adverse Impact Analysis (ensure assessments do not disproportionately exclude protected groups)
- Job-Relatedness and Validity (assessments must be job-related and valid)
- Reasonable Accommodation (provide accommodations for candidates with disabilities)
- Transparency and Consent (inform candidates and obtain consent)
- Recordkeeping (maintain records of assessments and decisions)
- Confidentiality (keep assessment data confidential)





# Validated and Reliable Assessments

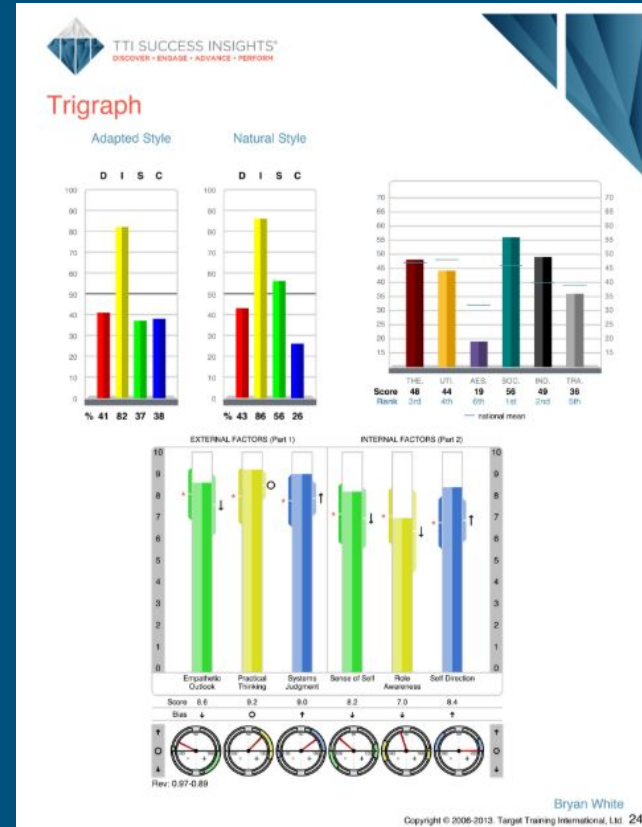
- Validation: Predicts job performance
- Reliability: Consistent over time
- Scientifically tested and updated
- Avoid tools without proven science





# Importance of Multi-Science Assessments

- No single tool measures it all
- Combine behavior, motivators, and cognition
- Understand how, why, and how fast they work
- Deeper insight = better hiring



# Candidate Experience Matters

- Candidates evaluate you too
- Make assessments relevant and respectful
- Avoid long or irrelevant tests
- Communicate purpose and process



# Best Practices for Using Assessments

- Use post-screen, pre-final interview
- Expert debriefs are key
- Align to job requirements
- Track time to complete
- Use for deeper interview questions
- No more than 30% of hiring decision based on assessments



# Compare: Predictive Index versus TMG's ECR

Fast, scalable, business-aligned hiring tools	PI Behavioral + Cognitive
Deep insights for developing leaders	ECR
Organizational adoption with minimal friction	PI Behavioral
Development conversations tailored to the whole person	ECR
Assessing learning agility and job ramp-up speed	PI Cognitive
Measuring soundness of decisions in high-stakes roles	ECR

# Case Study: OMB Server

- Role: Fast-paced server at unique micro-brewery
- Needed urgency, service, multitasking, beer knowledge
- Candidate: High Theoretical, Low Steadiness, High Influencing
- Assessment helped avoid a mismatch



# Questions and Next Steps

Give us your feedback, and we'll  
send you a complimentary download  
of The Hiring Process Checklist





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## Upcoming Webcasts

- May 20: The Greatest Leadership Gift: 360s Give Yourself Confidence and Clarity
- June 17: EQ for high-potentials
- July 22: Leadership Essentials
- August 15: Performance Acceleration Tracker