

Talent revealed. Impact delivered.

Assess individuals for job placement
and workplace competencies



What should every HR manager and hiring manager ask themselves about a candidate?

Will the candidate perform in the job today and tomorrow?

Research shows that combining ability + personality assessments is the best predictor of job performance. RAVEN'S™ and Workplace Personality Inventory™-II provide valuable information on a candidate's cognitive ability and soft skills, providing hiring managers with more accurate insights than resumes and interviews alone.

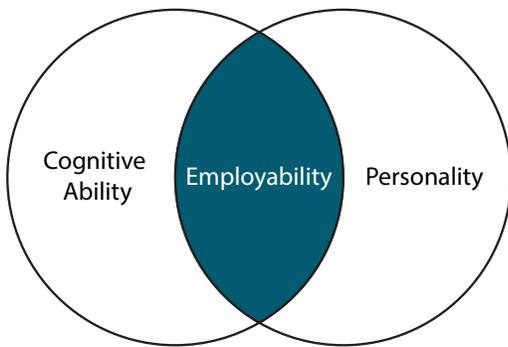
RAVEN'S Progressive Matrices + Workplace Personality Inventory-II	
Assess general mental ability and lateral thinking skills	Assess workstyles and soft skills to match candidates to the job and reduce turnover
<p>Helps measure an individual's level of general (cognitive) ability by assessing abilities that are required for success in many job roles or training courses.</p> <p>The RAVEN'S:</p> <ul style="list-style-type: none">• assesses lateral thinking ability• predicts the likelihood of grasping new concepts quickly• analyzes the ability to solve new and complex problems without drawing on prior knowledge	<p>Offers insights into candidates' interpersonal attributes and workstyles that give HR professionals the ability to:</p> <ul style="list-style-type: none">• predict how candidates are likely to perform on the job• screen out those who would likely have a bad fit within the organization or team• identify the best candidates for a particular job• evaluate job fit using O*NET

**TalentLens can help you find the answers
so that every hire is an impact hire.**

Evaluating Employability: An incremental validity approach to pre-hire assessment

Sechrest (1963) first proposed and articulated the concept of incremental validity: a test must yield an improvement in prediction compared with the result derived from using observable data or other relevant sources of information. Schmidt and Hunter (1998) present meta-analytic evidence that supports the combination of intelligence tests with personality assessments to predict training success and job performance.

Simplified Employability Approach



Assessments are useful tools for evaluating an individual's employability. Combining the RAVEN'S Progressive Matrices with the Workplace Personality Inventory measures the key employability skills for job seekers. Because both assessments predict important work outcomes (e.g., performance, turnover) but are not correlated with each other, the combined approach improves incremental validity.

EMPLOYABILITY AT A GLANCE

Having the capacity to gain initial employment, maintain employment, and obtain new employment if required (Hillage and Pollard, 1998).

- Their assets in terms of the knowledge, skills and attitudes they possess
- The way they use and deploy those assets
- The way they present them to employers

TOP EMPLOYABILITY SKILLS

- Communication
- Teamwork
- Problem solving
- Initiative
- Planning & organizing
- Learning

References

- Hillage, J., & Pollard, E. (1998). Employability: Developing a framework for policy analysis. *Institute for Employment Studies Research Brief*, 85, 1–4.
- Schmidt, F. L., & Hunter, J. E. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 124, 262-274.
- Sechrest, L. (1963). Incremental validity: A recommendation. *Educational and Psychological Measurement*, 23, 153–158.

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