

Personality

The most accurate candidate assessments are based on the Five-Factor Personality Factors, a widely accepted model for personality analysis.

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Extraversion	
Agreeableness	
Conscientiousness	
Neuroticism	
Openness to Experience	

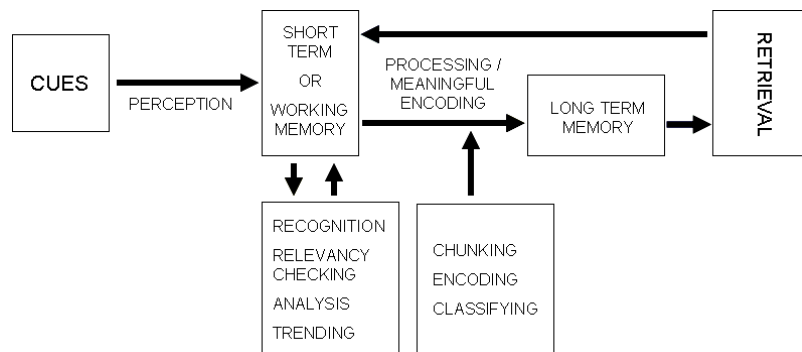
A good personality fit is what drives successful employee performance. A good job fit is the equivalent of having a top performing engine in a car - without it, you'll likely find yourself wishing you never "bought" the employee in the first place and anxiously waiting for someone to come tow him or her away! Without looking under the employee's "hood," you might find yourself buying a BMW with a blown engine.

Pre-employment and leadership assessments based on this five-factor model can accurately evaluate a candidate's approach to making decisions and solving complex problems, working and executing a business plan, and developing and sustaining relationships as part of a team or when leading others.

But that's not all you should check. Another performance factor that can be measured is mental horsepower.

Cognitive Abilities

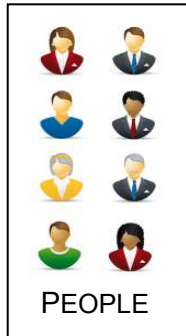
Through cognitive skills testing, also referred to as general mental or general reasoning, we can assess how quickly people learn. In other words, how quickly can people "get it" and think on their feet. Cognitive abilities reveal a person's capacity to solve problems quickly under fast paced, ambiguous circumstances and to assimilate new information. They indicate how a person thinks, how he or she might visualize solutions and organize information, and how quickly he or she learns when presented data in various ways.



Like the driver behind the wheel of his sports car climbing a steep hill, a manager needs to know how capably an employee can respond when faced with unanticipated and complex challenges.

Interests

Interests on a very broad scale can be divided into 3 factors: people, data, and things. Personality testing reveals a person's voluntary attentiveness and willingness to interact with these three major factors in the workplace.



- Prefers interaction with human beings.
- May also deal with animals on an individual basis as if they were human.



- Prefers information, knowledge, and concepts from observation, investigation, visualization et al.
- Data can include numbers, words, symbols, and ideas.



- Prefers inanimate objects, substances, or materials; machines, tools, equipment, products, etc.
- A thing is tangible and has shape, form, and physical characteristics.

It is important to remember that the evaluation of a candidate's motivations and interests is a measure of aptitude, not ability.

Business Values and Motivators

No one cares about a car's looks or the size of its engine if it doesn't have any fuel. The equivalent to fuel for a candidate is motivation, which is easily measured with an assessment called Business Values and Motivators, based on the work of Eduard Spranger.

His time-tested research revealed that six different value judgments are made by every person. I define those judgments in terms of the workplace as:

- Conceptual – a passion for continuous learning, research, and problem solving, and an insatiable thirst for knowledge.
- Aesthetic – a passion for form, harmony, beauty, and/or balance in life and the environment.
- Economic – high interest in the financial returns of investing time, money, or resources.
- Social – commitment to helping others with one's personal efforts.