

## A ROAD TO THE FUTURE: How Do Various Assessment Methods Compare?

How do various assessment methods compare with one another? Which methods are most valid? The answer to these questions can be found in a meta analyses reported in various professional journals. Here are the findings:

Assessment Procedure	Average Validity
Putting someone in the job	<b>.54</b>
Ability Tests <i>(cognitive ability tests)</i>	<b>.53</b>
Assessment Centers <i>(work-related simulations)</i>	<b>.43</b>
Biographical inventories <i>(Concrete examples of past work performance)</i>	<b>.37</b>
Structured Interviews <i>(Interviews that have been carefully designed to tap the job-specific competencies)</i>	<b>.37</b>
360 (or multi-rater) checks <i>(Soliciting feedback from coworkers)</i>	<b>.26</b>
College Grade Point Average	<b>.21</b>
Years of Work Experience	<b>.18</b>
Standard Interviews <i>(Typical Hiring Interviews)</i>	<b>.14</b>
Amount of Education	<b>.10</b>
Interest Inventories <i>(Measures of what you like to do)</i>	<b>.10</b>
Random Selection <i>(Purely Guessing)</i>	<b>.00</b>
Age of Participant	<b>-.01</b>

**Executive Human Resource Solutions, LLC**

P.O. Box 335, Hellertown, PA 18055

Pittsburgh: 724-825-8299 | Lehigh Valley: 610-838-4981

[www.executivehrsolutions.com](http://www.executivehrsolutions.com)



Our intent behind showing these numbers is to illustrate that all assessment techniques are not created equal. Certainly, the best assessment tool is to put someone in the job and watch them. This is not always practical or desirable. In lieu of that, psychologists have developed other techniques. For instance:

- One-on-one evaluations are validated by Ability Testing (cognitive abilities, etc), Biographical Inventories and Structured Interviews.
- Group / team evaluations are validated using Assessment Centers (or what we refer to in this proposal as Development Centers).

It is important to recognize that as assessment techniques become clustered together for the purpose of evaluating a person's skills, knowledge and abilities these methods benefit from the additive effect of these methodologies. Recognize that some of these methodologies measure comparable traits, but where they measure distinct and independent traits the compounding effect makes the assessment methodology far more reliable and valid.

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***For this reason, we propose several methodologies for addressing the effective evaluation of employees, the advantage of each methodology hinges on the “additive effect” of these compounding probabilities.***

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Each methodology has its own advantage, for instance:

- One-on-One evaluations have the advantage of simplicity and speed.
- Development Centers allow a dynamic, highly tailored process that affords senior management a first hand opportunity to observe top talent handling real-life business problems.
- A hybrid model incorporates the best of the one-on-one assessments by a psychologist and the development center where senior management from have an opportunity to observe and offer constructive feedback.

Contact a professional at EHR to learn whether assessment tools are appropriate for your recruitment or promotional needs in Pittsburgh at 724-825-8299 or in Lehigh Valley at 610-838-4981.

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