



BUSINESS OUTCOMES

INDUSTRY:

Retail Manufacturing

SOLUTION:

Select Assessment® for Professionals

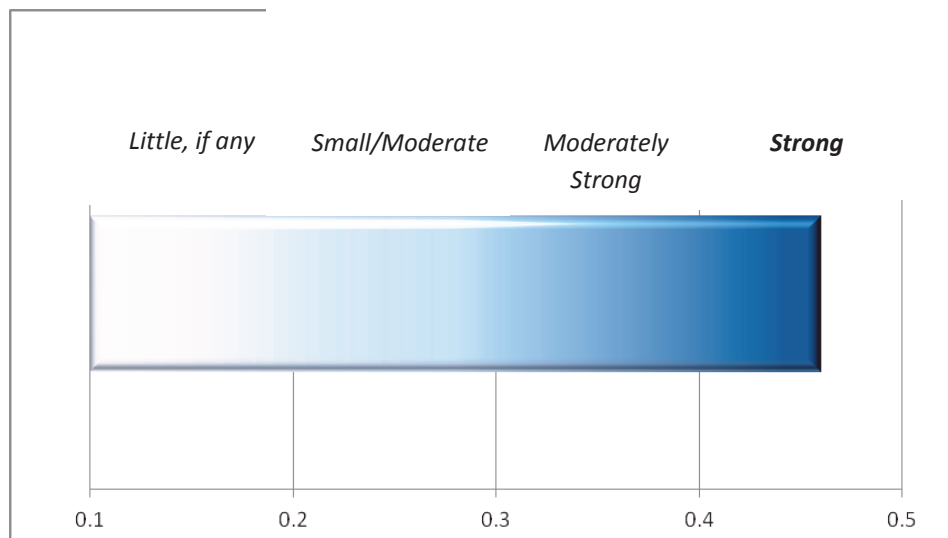
Accurately Assessing Professionals

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The Assessment

A specialty beverage company contacted Select International to add an assessment to their selection process for engineering positions. This company prides itself on being dynamic, innovative and socially responsible. The company has a strong organizational culture of collaboration and continuous improvement. It was very important to identify individuals who possessed competencies that fit the organization’s culture as well as their jobs. For many companies, including this one, individuals at the professional level are hired with a strong emphasis on experience and education. Oftentimes, competencies around key areas like emotional intelligence and project management are missed during the hiring process. This organization was growing and had a need to add a fairly large number of engineers to their unique organization. They chose to implement the Select Assessment® for Professionals to help with their growth.

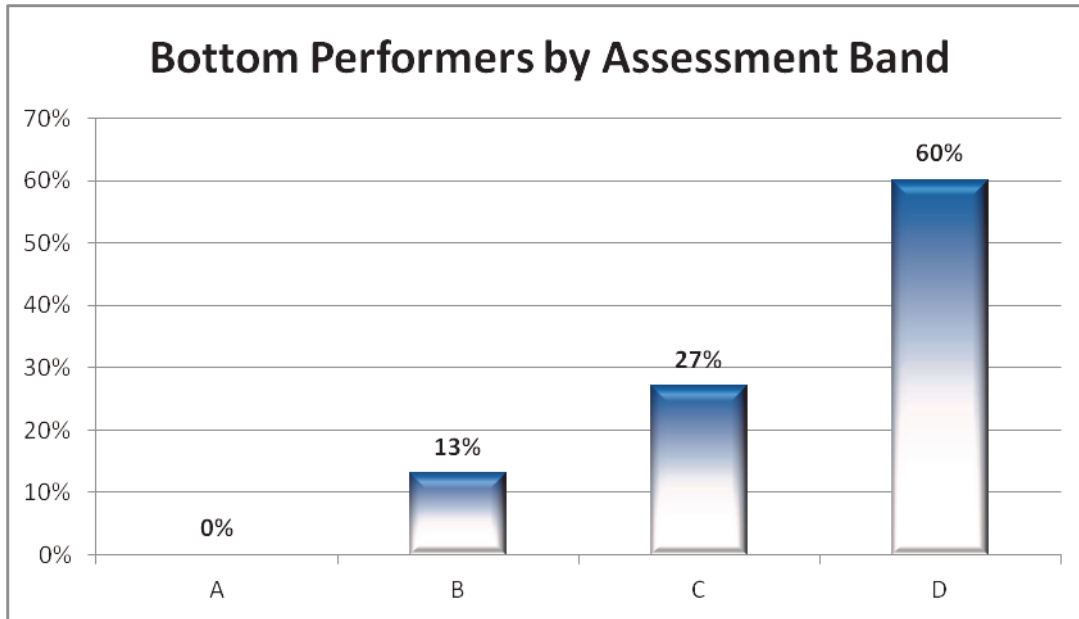
In doing so, they conducted a validation study with their current engineering workforce to examine the relationship between the Select Assessment for Professionals and engineer job performance. The assessment measures key competencies for success in professional roles, including, but not limited to, planning and organizing, emotional intelligence, accountability, teamwork and interpreting information. As part of the study, they asked all of their current engineers to complete the assessment. Job performance ratings were then collected from their supervisors. Our analyses are based on a sample of 64 engineers who had complete assessment data and supervisor performance ratings. Our results showed a Strong correlation ($r=.46$) between an individual’s score on the assessment and overall job performance. Correlations in this range are considered to be **Strong** predictors of subsequent performance. Using Select Assessment for Professionals would greatly increase this organization’s chances of identifying successful engineers.





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To further show the accuracy of the assessment, additional analyses were conducted. When the lowest performing engineers (bottom 25%) were pulled out of the sample and examined more closely, they were almost seven times more likely to be in the bottom two bands (Bands C & D) than the top two (Bands A & B). The following graph demonstrates how well the assessment accurately categorized the low performing engineers. As shown in the graph, not one of the individuals in the bottom 25% was categorized within Band A (the most strongly recommended category). If this assessment had been used to hire the current engineers, 87% of the lowest performing incumbent employees would not have been recommended for hire. Consequently, the productivity of this organization's engineering workforce would be greatly improved by hiring individuals who fall within bands A or B on the assessment.



Incumbent engineers were also asked to provide their reactions to the assessment. Overall, they reacted positively. Respondents felt the assessment was relevant and interesting. Some notable comments are provided below:

- *Overall, I think this is a good tool to evaluate a large number of candidates quickly with minimal investment of time.*
- *I think it is a good tool to supplement the current process.*
- *Interesting content in the introspective questions.*

In sum, the Select Assessment for Professionals proved to be an accurate assessment that is also well-received by candidates. The assessment gives a comprehensive look at the key competencies needed to be successful in a wide range of professional level (individual contributor) positions across a variety of industries.

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