

Poor hiring decisions are costly for organizations. Higher salaries and greater training time make these costs even greater when hiring employees at the professional level. Most professional candidates enter the job market with the education and training needed, but knowledge and skills are just one piece of the puzzle. Successful professionals also need to possess emotional intelligence – a set of characteristics that helps them work effectively in today’s workplace.

The Select Assessment® for Professionals measures the personal side of your candidates to evaluate their emotional intelligence as well as their cognitive/critical thinking skills. By using this assessment, you can confidently select or develop your professional-level employees.

Overview

Select Assessment® for Professionals is an effective in-depth assessment that is relevant across all industries. It measures key cognitive abilities and personality traits that predict success in professional individual contributor roles, including accountants, IT professionals, project managers, marketing professionals, engineers and many other positions.

This professional-level assessment is very easy for your candidates to access and complete. This leaves your candidates with a positive impression of the process and your company. The assessment’s results can be used to aid hiring decisions, as well as to guide developmental feedback and improvement plans. Reports are available for either purpose.

Select International’s assessments have a user-friendly design that features on-screen instructions which guide candidates throughout the assessment process. Because the assessments are delivered online, candidates can complete the assessment remotely from any location. By conducting this in-depth assessment, your company avoids the time and expense involved with interviewing candidates who may not be the best choice for the position.

Competencies Measured

This comprehensive assessment evaluates the personal characteristics that make professionals successful. Most professionals possess the necessary career training and education needed for their career. While these are necessary and important, other characteristics - like emotional intelligence - will tell you what kind of worker they will be, how well they will get along with others and if they will fit into your organization. Our assessment focuses on the latter, giving you the confidence of knowing that your hires have the education, training, experience and demeanor to be successful.

Select International’s years of research and experience guided the development of the Select Assessment® for Professionals. It measures competencies that have been deemed most predictive of performance in professional positions across all industries:

- Adaptability/ stress tolerance
- Accountability
- Emotional intelligence
- Conscientiousness
- Working collaboratively
- Achievement motivation
- Applied problem solving
- Leadership potential
- Making a positive impact
- Planning & organizing
- Valuing diversity

“Select International helped us to achieve our goals. Their assessments quickly delivered very detailed, reliable and thorough results that helped us make objective decisions.”

Antonio Brusa
HR Officer,
United Nations

Select Assessment® for Professionals

Available Reports

The Select Assessment® for Professionals can be used to select the right person for the position or to help identify strengths and developmental areas in current employees. Report options are available for either purpose.

Selection Report

This report provides hiring managers with ideal score ranges on each competency (called a footprint) and shows how the individual scored in comparison to this range. A final recommendation is provided based on how well the individual met the success profile. Lastly, a set of past behavior interview questions are provided to help hiring managers probe further into key competency areas.

Insight Report

This report provides individuals with a description of their strengths and developmental areas based on their leadership competency scores. The report also describes how being at a particular competency level will affect their ability to perform optimally in their role.

In addition to education and training, professionals need to possess other characteristics such as emotional intelligence and accountability.

