Assessment Considerations

When establishing an assessment strategy or evaluating an assessment tool, there are a few key considerations to keep in mind:

- Reliability – how consistent the assessment tool is when evaluating candidates
  - Any assessment tool or strategy used should obtain similar results from candidates from one administration to the next
- Validity – how accurate the assessment tool is when evaluating candidates
  - Performance on any assessment tool should be predictive of performance in the position (see below)
- Technology – how can technology best be used to facilitate the assessment process
- Adverse Impact – when a substantially different selection rate exists to the detriment of a group protected under Title VII of the Civil Rights Act
  - Any assessment procedure challenged due to adverse impact must be demonstrated to be job-related (i.e., predictive of performance, very similar to the tasks performed, etc.)
- Applicant Reactions – the recruitment experience can have a lasting impression on an applicant (and their family, friends, etc.)
  - It is important to employ an assessment process that is viewed as fair and job-related in order to avoid alienating applicants and creating a bad impression of the organization
- Costs – some assessment tools may require a high level of financial resources, some assessment strategies may require existing employees to expend a large amount of time and effort
  - Be sure to think of assessment costs not only in the price of an assessment tool, but also administration and development costs

Validity Coefficient – a statistical index used to report validity evidence for an assessment tool. They range between -1 and 1, with higher, positive numbers indicating a better predictor of performance.	**Validity Coefficients of Commonly-Used Assessments (Schmidt & Hunter, 1998):** Work Samples .54 Structured Interviews .51 Cognitive Ability Tests .51 Job Knowledge Tests .48 Biographical Data .35 Occupational Questionnaires .11