



# Assess Advantage

HIRE TOUGH • MANAGE EASY

## 10 Reasons Why Using Employee Assessments Delivers Better Hiring Results

More than 75% of Fortune 500 companies utilize some form of employee assessment (psychometric profiling) in recruitment. This is mainly problem solving tests and Personality Measures aligned to job fit.

We've put together **ten reasons** why every hiring manager should use some form of job fit assessment measure to understand a candidate's innate behaviours BEFORE they hire!

### **(1) You'll reduce hiring mistakes**

The recruitment process is costly and making a hiring mistake can prove to be even more costly – in fact, the true cost of a bad hire is frightening. Preventing just one wrong hire could save your company thousands of dollars.

Assessments can help you avoid hiring someone who performs well in an interview environment but nowhere else. An unstructured interview is one of the least predictive tools to use when hiring. At the very best, you will get it right 1 in 6 times!

### **(2) You'll be able to understand the whole person**

People are more than just the snapshot you'll get of them during an interview. Just because a person speaks well, looks presentable and has a glowing work history does not mean they will perform successfully in your position. There is ample evidence to tell you that a person's CV isn't always as it seems. It's important to look at the bigger picture – not just the fruits on the tree, but also the roots of the tree!

### **(3) The results are measurable**

Quantifying human behaviour and its associated impact on the bottom line is probably the most difficult challenge facing organizations. By

correlating assessment and recruitment results with on the job variables such as core job performance, employee turnover, engagement and commitment, an organisation has strong metrics to use in future hiring.

#### **(4). You'll shorten the hiring process**

Recruiting the right person, can take months and as we all know, time is money.

Online employee assessment systems give you the ability to pre-screen candidates, speeding up the process, and allowing you to have someone (and not just anyone) in the job within weeks rather than months.

#### **(5) You'll have a more objective selection process**

Before an assessment can be carried out your HR team will need to think carefully about the role and the required attributes of the successful candidate. This process allows you to really think about what you are looking for in a new employee.

Knowing exactly what you're looking for will stop you being bewildered by a candidate that may seem excellent on paper and at interview, but doesn't really fit with your job requirements.

#### **(6) Testing beats gut feel**

Human instinct is little better than a roll of the dice. To replace a skilled position, research indicates it can cost up to 150% of an employee's salary in lost productivity; making bad hires is a cost every business should try and avoid.

Psychometric testing adds a level of standardization and objectivity to the traditional art of recruitment by helping to remove the unconscious bias that is prevalent within many selection decisions.

#### **(7) There is return after selection.**

Once a selection is made, the psychometric results can be put to further use. By this stage we've gained so much knowledge which can directly feed into on-boarding and development programmes.

Also knowing who your employees are helps knowing what they want from the company, how to motivate them and how to get them to work towards their strengths.

### **(8) They guarantee consistency of benchmarks**

By using psychometric tests, candidates are all assessed according to the same criteria. This means that they are not judged based on any or prejudices, such as race or education. This in turn helps in making more objective decisions.

### **(9) You'll attract better employees**

With around 70% of the bigger companies in Australia and the UK now using psychometric testing as part of their hiring process candidates expect any company worth being a part of to use it. So don't miss out!

Behavioural assessments will improve the credibility of the recruitment process and show candidates that the role, and their part to play in the company, is valued.

### **(10) You don't need a psychology degree**

Gone are the days of complex long hand constructed reports where a psychologist was needed to interpret psychometric test results. Psychometric test providers are slowly adopting a 'design first, data second' principle. Beautifully designed, data rich and easy to read reports can now be instantly accessed online.

Simplified real world language and easy to interpret graphics that tell you exactly what you need to know are becoming the norm. The reports empower every hiring manager to make a well-informed decision. Plus, companies like AssessAdvantage back up reports with verbal feedback to hiring manager ensuring all the candidate's positives and negative in respect to 'job fit' are covered off correctly.

Want to know more? [www.assess.co.nz](http://www.assess.co.nz)

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