



Assess Advantage

HIRE TOUGH • MANAGE EASY

9 Compelling Reasons to Use Assessments to Avoid Bad Hires

What are employee assessments? Assessments are a survey of scientifically constructed questions that when answered by a candidate explain that individual's personality, attitudes and problem-solving abilities. The candidate's innate capabilities.

When you read a CV, the best it will tell you is the candidate's education level, their past employment and their judgement on what they do best. The trouble with this information is that is not an accurate prediction of future success in your job role. [Check out a previous post](#) on benchmarking for job-fit.

You need to know more than if your candidate CAN do the job, you need to know HOW they will do it. We call this job-fit. Assessments are to only scientific way to measure the HOW, benchmarked to your job.

When you introduce employee assessments into your selection and development process, you get answers like, what are our strengths and how do we define success for our team? Who on our team has what it takes to move up the ladder (succession planning)? Which candidate fits our organisational culture? Moreover, where are our opportunities to grow our talent to the next level?

Here's a compelling statistic, *over 80% of Fortune 500 companies use assessments* to predict and measure success (Boston Globe 2014). If you are not using assessments within your employee selection and development programmes, here's what you are missing:

Candidate's that best 'fit' your job.

After you have built a customised job benchmark, you will quickly be able to filter out candidates that do not meet the minimum requirements to be successful in your organisation based on their innate capabilities.

Screen out the poor gene.

Following on from above, assessments allow you to understand those candidates that don't fit the competencies, behaviours and decision-making abilities needed in your organisation. Maybe you are a start-up and require a CEO that is a champion for change, or an established organisation filling a directorship position and need an applicant with organisational savvy. Assessments can help you find these competencies.

Stop emotional second-guessing.

Whether it an entry-level position or an executive appointment we rarely have the luxury of time. Under pressure to hire, it is easy to make emotional decisions based on gut feel. Assessments allow you to hire with speed and without emotional judgement. You only move forward with those candidates that best job fit your position based on the assessment results.

Forget quirky interview questions.

For example, asking a candidate if they were an animal what would they be? A question like this does not correlate with a candidate's ability to do your job. In fact, it is darn right insulting to the candidate. Another classic is, "What are your strengths and weaknesses?" This type of question begs an opinion, and candidates can give you an opinion on anything. When you use assessments, you get targeted, competency-based behavioural interview questions that will help your interview panel confidently validate results from the assessment and align the candidate's ability to be successful in your job. Remember, past behaviour reflects future behaviour.

Assessments help you build your team

Assessments will tell you where each individual's strengths and gaps are. These gaps can then be developed or filled by new candidates. They can also identify competencies that are impacted by poor personality or cognitive fit. Armed with measures of your current team, you can now select candidates that not only fit your job but will also compliment your team.

Assessments cut through bias

As mentioned above, it is easy to hire on the 'similar to me bias', but assessments ensure candidates have an equal and fair opportunity to be evaluated for their match to the job based on immediate observable behaviours – their innate abilities. It is very easy for hiring managers to think they can 'read' candidates. Hiring people based on unscientific personal

observations is a dangerous way to employ based on likability, not job-fit suitability.

Assessments close the gap between hiring managers guessing their way through the process.

Following on from the above, using arbitrary criteria and making quick decisions based on limited information is a recipe for a poor hire. Using assessments allows you to standardise your hiring process from screening to interviewing in one swoop.

Close off the hiring loop with online reference checking

While not a psychometric assessment, the Chequed online reference checking platform was built on scientific psychometric principles. Playing telephone tag chasing down referees is both time-consuming and usually leads to comments from referees based on the candidate. Comments like they were easy to get along with, or they were honest and punctual. While these are important, they do not tell you the candidate's ability to do your job. The [Chequed online reference checking](#) platform delivers you a highly predictive report. Moreover, because the online reference checking process is simple for all parties to complete, you can perform reference checking earlier in the hiring process negating time wasting interviews.

Increase your bottom line

Finally, it's not rocket science to understand that if you can increase your time-to-hire, the cost-to-hire AND cut down your risk of bad hires, you will increase your organisation's productivity and revenue. Using assessments as part of your selection and development process will achieve this in spades!

Rob McKay is CEO/Founder of AssessAdvantage.

Rob has an MA in Organisational Psychology and for the last eighteen years has helped hundreds of organisations improve their internal recruitment process.

Ask the AssessAdvantage team for a complimentary [Prevue assessment](#) trial. Email Andrew Bain at support@assess.co.nz