

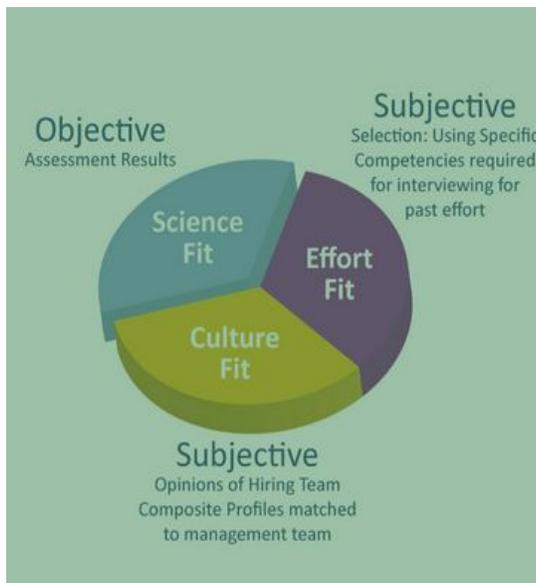
Career Choice GPS: The Normative Assessment That Predicts Success

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Executive Overview

In an effort to hire the best possible candidate, more companies have begun using in-depth assessments as a part of the hiring process¹. While assessment tests are an important part of the process, the type of assessment utilized has a bearing on the accuracy of the outcome, and some of the most commonly used assessments aren't able to fully gauge future success.

Assessment tests are often used to determine a job candidate's skill level, however, there are additional benefits to be gained. The YOUR6 CareerChoiceGPS™ normative assessment has proven to more effectively determine best fit candidates when compared to other types of assessment tools such as Meyers-Briggs and Skills Finder.



Data & Analysis

The majority of surveyed small businesses (51%) believe that improving candidate and job matching, particularly in regards to company culture fit, will become increasingly important². Hiring managers take numerous steps to meet that demand, including the use of assessment tests.

There are currently two primary types of assessments utilized by hiring managers: ipsative assessments and normative assessments. Traditionally, ipsative assessments such as the DISC and Meyers Briggs test have been used. Despite claims that they can be predictive, ipsative assessments are force choice tests that only gauge personality and past experience. These tests fail to gauge performance based on external criteria.

Normative assessments, on the other hand, measure a job candidate's aptitude against known external success measures in addition to gauging personality, behavior and skills. The result is a clearer picture of a job candidate's true aptitude and ability to fit within the corporate culture. This has proven true in a wide range of roles, from corporate managers³ to professional athletes⁴.

YOUR6's Career Choice GPS™ is a predictive normative assessment that weighs personality, inherent traits and learned behaviors as well as comparing and contrasting a job candidate against known high performers. Using all of these parameters, hiring managers are able to ascertain current skills and future success potential.

RESULTS

The Career Choice GPS™ assessment has proven to be over 98% accurate in determining a person's future success in a job role. In a recent study, YOUR6 was

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able to match the new hire rankings of a federal veteran's organization using data alone. This was accomplished through comparative measurements and analysis of personality traits that have been shown, through over 25 million data points, to be able to predict success. The YOUR6 hiring analytics platform also predicts how well a candidate will fit into the corporate culture and strategies for managing an individual moving forward.

Using a predictive FIT score, YOUR6 leverages the Career Choice GPS™ assessment to also rank job candidates against one another based on success potential. Given that less than 33% of American employers are confident with their methodologies for measuring the quality of a hire², normative assessments can provide additional assurance during the hiring process.

Key Takeaways

Companies that choose to use assessment tests during the hiring process are best served by normative assessments that go beyond ipsative testing. Using the Career Choice GPS™ assessment from YOUR6, hiring managers not only get insight into a job candidate's capabilities, they also receive a ranked list that identifies the top performers in a group of candidates.

Improving Hire Quality With Normative Assessments

The YOUR6 hiring analytics platform leverages the normative Career Choice GPS™ assessment combining it with artificial intelligence (AI) and machine learning that analyzes the nature of work and corporate culture. All of these factors are weighed by our patent-pending recommendation engine to provide a highly accurate, objective ranking of job candidates.

Furthermore, the YOUR6 hiring analytics platform can help businesses lower the cost of recruiting by reducing the time and manpower needed to process applications. YOUR6 is able to

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analyze and rank up to 50 job applicants within three hours, proving to be a cost-effective hiring solution that can improve employee retention.

1. Society for Human Resource Development Screening and Evaluating Candidates.
2. LinkedIn Talent Solutions Global Recruiting Trends 2016.
3. Industry Norms & Characteristics of Top Performing Managers With the ManagementPro
4. International Journal of Coaching Science, Vol. 4 No.1 January 2010. Should coaches use personality assessments in the talent identification process? A 15 year predictive study on professional hockey players