

Assessing Assessment – 2017

According to the National Business Research Institute (NBRI), the cost of a bad hire could range from \$25,000 to \$300,000 depending on the position. Further, researchers at NBRI found that 66% of employers indicated they experienced negative effects of bad hires including employee morale, relationships, and decrease in sales. It is suspected that rushed decisions, insufficient talent intelligence, and inadequate selection techniques are the top reasons for making a bad hire.

Today, talent leaders are using world-class assessment function to address hiring challenges. By using an effective, comprehensive assessment process organizations are able to dramatically increase talent management's ability to directly add value to the organization, improve profitability and the organizations likelihood to succeed. Further, using a comprehensive assessment approach ensures that only the highest quality candidates continue to the final stages of the hiring process.

Key factors of an effective, comprehensive assessment process:

- ✓ Recognizes that each candidate is a unique, complex individual with different skills, abilities, motivational drivers and personality traits. Different combinations of these can be equally successful.
- ✓ Data are reviewed by a licensed psychologist or trained professional with a background in the science of human behavior as opposed to running responses through a computer program to generate a report.
- ✓ Uses multiple methodologies including in-depth questionnaires, a personal interview and a review of background info.
- ✓ Additional methodologies (e.g., role-plays and job simulations) are available to add value when assessing for higher-level or more complex roles.
- ✓ Uses multiple questionnaires. One questionnaire cannot measure everything that needs to be measured.
- ✓ Provides insight into potential as well as current skills.
- ✓ Analysis helps ensure optimal fit with an organization's unique culture and values.

Advantage of CMA's effective, comprehensive assessment process:

- ✓ Most organizations have a 60% hit rate. CMA's assessments can move the hit rate to 90-95+% based on client research.
- ✓ Conducts thousands of assessments each year.
- ✓ Assessors are licensed Ph.D. psychologists who also provide organizational development & strategic planning services, making them better assessors.
- ✓ All questionnaires are validated, independently researched and normed.
- ✓ No proprietary questionnaires; purchase the best available.
- ✓ Uses multiple methodologies and sources of data to ensure a stronger assessment process.
- ✓ Assessment process vetted and approved by legal departments of multiple public companies.
- ✓ No EEO challenges in 34 years—no evidence of adverse impact.
- ✓ CMA works with 300+ Fortune 500, private, family-owned, and not-for-profit businesses.

