

SELECTIVEHIRING

Behavioral Assessment Sections:

Achievement Drive

15 Questions

Achievement Drive measures the degree to which an applicant is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important, such as sales jobs. It is also important for jobs where there may be competition between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

Assertiveness

15 Questions

Assertiveness measures the degree to which an applicant is likely to assert him/herself, speak his/her mind, and enjoy taking control or the lead in a group situation. This characteristic is important for jobs where a strong personality is a plus, such as sales jobs and managerial positions.

Attendance

15 Questions

Attendance measures the degree to which an applicant is likely to be dependable, stable, take responsibility for his/her actions, and as a result, is not likely to have attendance issues. This characteristic is appropriate for all jobs.

Call Center- Customer Relations

14 Questions

Call Center- Customer Relations measures the degree to which an applicant is friendly, people-oriented, and exhibits excellent interpersonal skills when interacting with customers. This characteristic is important for all call center jobs that involve interacting with customers.

Call Center- Stress Management

10 Questions

Call Center- Stress Management measures the degree to which an applicant is likely to demonstrate patience and calmness during times of conflict and pressure at work. This characteristic is appropriate for most jobs within the call center environment.

Call Center- Team Player

8 Questions

Call Center- Team Player measures the degree to which an applicant is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for call center jobs requiring interaction and cooperation among coworkers.

Call Center- Willingness to Help

8 Questions

Call Center- Willingness to Help measures the degree to which an applicant is service-oriented and is likely to go out of his/her way to help customers. This characteristic is important for all call center related jobs that involve interacting with customers.

Candidness

15 Questions

Candidness measures the degree to which an applicant is likely to be candid and accurate in his/her responses and is therefore not trying to “outsmart” the test in an effort to present him/herself in a more favorable light. The results of this scale should be used as a “red flag” to make you aware that some applicants may be trying to “fake” the test. For example, if a applicant scores High on the behavioral sections in the assessment and he/she scores Low on Candidness, there is the chance that he/she was able to elevate his/her scores on the assessment by trying to make him/herself look good. High behavioral scale scores that are accompanied by Low Candidness scores warrant some additional follow-up during the interview or reference checks to confirm the applicant's behavioral scale scores are in line with his/her previous work history.

Creativity

15 Questions

Creativity measures the degree to which an applicant is inventive and creative in their thoughts and ideas. This characteristic is important for jobs that require innovative thinking, such as creative positions, marketing, product development and some management jobs.

Energy

15 Questions

Energy measures the degree to which an applicant is likely to demonstrate energy, passion, and vitality throughout the workday. This characteristic is important for most fast-paced jobs and jobs that involve multi-tasking activities.

Extraversion

15 Questions

Extraversion measures the degree to which an applicant is likely to be outgoing, sociable, and assertive in his/her interactions. This characteristic is important for jobs requiring strong, outgoing personalities, and strong social skills, such as sales jobs, marketing, and some management jobs.

Flexibility

15 Questions

Flexibility measures the degree to which an applicant is likely to be able to adapt to change and is more open-minded than stubborn. This characteristic is important for fast-paced jobs where priorities often shift. It is also important for organizations that are in transition or expecting changes that will affect work duties and responsibilities.

Health Care- Compassion

10 Questions

Health-Care Compassion measures the degree to which an applicant is caring and likely to go out of his/her way to assist patients. This characteristic is important for all health care related jobs.

Health Care- Patient Relations

10 Questions

Health-Care Patient Relations measures the degree to which an applicant is friendly, people-oriented, and exhibits excellent interpersonal skills when interacting with patients. This characteristic is important for all health care related jobs.

Health Care- Stress Tolerance

10 Questions

Health-Care Stress Tolerance measures the degree to which an applicant is friendly, people-oriented, and exhibits excellent interpersonal skills when interacting with patients. This characteristic is appropriate for all health care related jobs.

Health Care- Team Player

10 Questions

Health-Care Team Player measures the degree to which an applicant is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for health care jobs requiring interaction and cooperation among coworkers.

Helping Disposition

15 Questions

Helping Disposition measures the degree to which an applicant is friendly and likely to go out of his or her way to assist or help customers and/or coworkers. This characteristic is important for most, if not all, jobs.

Leadership

15 Questions

Leadership measures the degree to which an applicant has the necessary interest, ability, and disposition necessary to perform in a leadership capacity. Leadership is important for jobs that require the management of others and/or the coordination of the work of others to accomplish the organization's goals. Supervisors, managers, and team or group leaders need leadership characteristics to be successful.

Management Ability- Situational

30 Questions

Management Ability- Situational provides an opportunity to objectively assess the management skills of job candidates. It was developed to identify those applicants best able to handle the daily challenges encountered by most managers and supervisors.

Non- Violent Attitudes

15 Questions

Non-Violent Attitudes measures the degree to which an applicant is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats. While only a small percentage of the workforce is ever involved in incidents involving workplace violence, the high cost of incidents resulting from workplace aggression makes this an appropriate characteristic to measure for most, if not all, jobs.

Problem Solving Interest

15 Questions

Problem Solving Interest measures the degree to which an applicant enjoys working on mentally challenging tasks, enjoys problem solving, and utilizes creative thinking when engaged in problem solving activities. Some examples of jobs where this ability would be appropriate would be in product development, marketing executive, or research oriented jobs.

Reliability

15 Questions

Reliability measures the degree to which an applicant is likely to be dependable, hardworking, and conscientious about the quality of his/her work. This characteristic is appropriate for all jobs.

Rules Compliance

15 Questions

Rules Compliance measures the degree to which an applicant is likely to follow company policies and adhere to rules established by management. This characteristic is appropriate for most, if not all jobs, with a special emphasis on jobs requiring much trust, such as a bank teller or cashier, and positions of authority, such as security guards or police officers.

Safety
15 Questions

Safety measures the degree to which an applicant is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents. These characteristics are appropriate for jobs that involve the use of equipment, such as tools, forklifts, and machinery. As well as jobs in warehouse production, assembly, and other light industrial settings. This characteristic is important for most, if not all, light industrial and manufacturing environments.

Sales Ability- Situational
30 Questions

Sales Ability- Situational is a general indicator of an applicant's ability to persuade prospects and existing customers to purchase specific products and/or services.

Self Confidence
15 Questions

Self Confidence measures the degree to which an applicant is likely to be self-assured, not overly affected by what others think of him/her, and confident in his/her decisions and actions. This characteristic is important for jobs that require independent thought, a self-starter attitude, sales, and management.

***Service Ability- Situational**
30 Questions

Coming Soon...

Stress Management
15 Questions

Stress Management measures the degree to which an applicant is likely to demonstrate patience and stress tolerance during times of conflict with customers, coworkers, and other stressful work-related situations. This characteristic is appropriate for jobs requiring interactions with customers, multi-tasking jobs, and jobs in fast-paced organizations.

Substance Abuse Attitudes
15 Questions

Substance Abuse Attitudes measures the degree to which an applicant is likely to avoid illegal drug use and related problems that might impact work. This characteristic is important for most jobs, but especially those involving the use of machinery or equipment where the safety of the employee and coworkers could be at risk.

Supervision

15 Questions

Supervision measures the degree to which an applicant has the ability and disposition to motivate others, relate well to employees, create a sense of unity among staff, and maintain high levels of employee satisfaction. Supervision skills are important for jobs that require overseeing and managing others.

Team Player

15 Questions

Team Player measures the degree to which an applicant is likely to cooperate in all aspects of his/her work relationships including working in harmony with others to achieve a common goal. This characteristic is important for jobs requiring interaction and cooperation among coworkers.

***Team Player- Situational**

30 Questions

Coming Soon...

Trustworthiness

15 Questions

Trustworthiness measures the degree to which an applicant is likely to be honest and trusting of others. This characteristic is important for most, if not all jobs, with a special emphasis on cash handling jobs and jobs involving confidential or sensitive information.