

# Selection Tools



## ⊕ Interview Compasses

Our Interview Compasses deliver the key insights you need to best understand what your candidates bring to the table. While we believe that gut instinct is critical when it comes to people decisions, data and analytics provide you an opportunity to focus on the dimensions most important to you and your business. While we provide the dimensions included in our standard reports, we are able to customize the dimensions that best fit the specific jobs within your company.

### Interview Compass® Global Dimensions

**Abstract Reasoning-** the aptitude of the candidate to generate innovative ideas, grasp complexities and perceive relationships among problems or opportunities.

**Openness-** the likelihood that the candidate is oriented toward new experiences/change and creative thought.

**Conscientiousness-** the likelihood that the candidate is controlled in developing realistic plans and action steps, and follows through on assignments.

**Extroversion-** a measure of how likely a candidate is to initiate and maintain relationships with co-workers/teammates.

**Agreeableness-** the degree to which a candidate is responsive and accommodating to situations and others.

**Emotional Resilience-** the degree to which a candidate feels able to effectively manage stress and pressure, and their ability to bounce back from disappointment.

### Specific Cognitive Measures

**Strategic Thinking-** the degree to which a candidate is able to formulate long-term plans and understand the upstream, downstream, and long-term impacts of their decisions.

**Flexibility-** the ability to quickly adapt to shifting priorities, consider alternative solutions, and see common ground among competing ideas.

**Intuition-** the candidate’s ability to step outside of black & white data and, with gut feel, make linkages from disparate or ambiguous information.

**Creativity-** the candidate’s ability to generate novel ideas that have practical value for the organization.

**Systems Thinking-** the candidate’s ability to consider how their role, team, department, and actions influence, and are influenced by, the broader organization and the markets it serves.

*The lens through which each of the dimensions are reported is based on the context of the job for which the candidate is being considered.*

Interview Compass® Dimensions	Cognitive						Personality													
	Abstract Reasoning	Strategic Thinking	Flexible Thinking	Intuition	Creativity	Systems Thinking	Drive	Teamwork	Accountability	Resilience	Practicality	Dominance	Enthusiasm	Confidence	Independence	Rule Orientation	Emotion	Work ethic	Trust	Open-mindedness
General	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
Leader	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Sales	●	●	●	●	●		●	●	●	●	●	●	●	●	●	●	●	●	●	●
Accounting	●	●	●				●	●	●	●	●	●	●	●	●	●	●	●	●	●
IT	●				●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Administrative	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
Engineering	●				●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Gen. Maintenance	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
Mech. Maintenance	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
Elec. Maintenance	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
Detailer	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●

*Additional dimensions can be included based on client specific criteria.*

# Selection Tools



## Validity

The Aldridge Group (TAG) utilizes a combination of rigorous scientific methodologies, sound analytic techniques, and a thorough understanding of jobs to develop comprehensive selection tools and systems, valid and customized for our clients' needs. Our processes not only adhere to the Equal Employment Opportunity Commission (EEOC) guidelines and the Uniform Guidelines on Employee Selection Procedures, but also have demonstrated a strong ability to predict high performers.

## Validation Process

According to the Uniform Guidelines, in order for any selection system to be considered valid, it must be based on an in-depth comprehension of the knowledge, skills, abilities, and other characteristics (KSAOs) required for successful performance on the job. To achieve this outcome, each of our selection tools have been subjected to the following processes:

**Job Analysis-** industry and job study, on-site job observation, incumbent and supervisory interviews, and focus group discussions.

**Assessment Battery Development-** based on the information gathered during Job Analysis, trained psychometricians develop an initial battery of assessments predicted to measure the KSAOs

**Test Results and Performance Ratings-** the test batteries are administered to job incumbents and performance ratings are collected on those testing.

**Statistical Analysis-** once collected, the test results and performance ratings are compared to identify which tests were predictive of high performance on the job. During this final step, we also determine if any of the tests were unfair to a particular cohort (adverse impact).

**Final Assessment Battery-** Assessments found to be predictive of performance without having adverse impact are selected for the final battery, which result in the selection tools available.

**Technical Manuals:** At the conclusion of the validation, a technical manual will be created.

### Additional Information:

Item Format:	Multiple Choice
Test Length:	15-75 minutes.
Test Medium(s):	Online or Paper/Pencil
Scoring Options:	Automated/Immediate & Manual Scoring (1 day)
Administration:	Individual or Groups
Languages:	English & Spanish (additional languages available upon request)

**Adverse Impact-** Results are fair to racial/ethnic, gender, and age groups in predicting job performance.

## Results

The results, or output, can be delivered in a couple of different ways depending on the specific needs of your business:

- A candidate can receive a score that indicates their fit within a specific job or job family:



Lower Fit

Higher Fit

- An automated and interpretive report based on a candidate's test results can be generated. The reports include a description of the candidate's personality and thinking style as compared to what we know to be successful. Where there are differences, the reports provide interview questions to help you gain the insights and information you need to make the best hiring and promotion decisions.

**Interview Compass**

Candidate: **JOHN SAMPLE**  
Thursday, January 18, 2014

**I. Problem Solving & Thinking Skills:**  
The aptitude of the individual to generate innovative ideas and solutions to problems, grasp complex and perceive relationships among problems or issues, anticipate problems and identify converging paths, draw accurate conclusions from quantitative information, reach accommodating decisions that balance and appreciate competing demands and experience.

More Concrete (Linear/Immediate/ Factual Thinker) ← → More Abstract (Conceptual/Complex/ Strategic Thinker)

**Overall Problem Solving Approach:**  
Generally, he works reasonably well with difficult technical or day-to-day problems, highly successful employee and leader in the manufacturing industry often excels in a more complex and complex with abstract or highly conceptual ideas (e.g., R&D, budget forecasting, commercial strategy, anticipating customer needs, industry challenges, leadership development, etc.). An important, fit critical for this person's long-term growth and development to understand him, or the skills through which he works through problems. For instance, complex problems are solved through technical analysis, process improvement, or completion to production (i.e., is a coworker performing well?), are production schedules being met?, is quality where it needs to be?, etc.

**Specific Thinking Skills:**  
A combination of his thinking skills includes a high level of imagination or an ability to think broadly and creatively a score at this level generally suggests an ability to use his problem-solving and thinking skills resourcefully and imaginatively; he may quickly see possibilities where others may not; he may be able to create multiple alternatives or inputs about projects that others don't see. During the interview, though, you'll want to listen for situations where this candidate becomes too impractical or idealistic, or he may generate an answer that he becomes distracted, forgetful, or absent-minded.

All information in this report should be treated confidentially and responsibly. The Interview Compass Report is based on the complete responses from the candidate's response and additional contextual profile on the 100+ Job Fix Index questions. The results of this report are given to different sources of psychometric error and should be interpreted with caution.

**TAG**  
THE ALDRIDGE GROUP

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