## ASSESSMENT PROVIDER COMPARISON

Simply enter the Assessment Providers you are evaluating in row two below. Key points to consider when selecting are listed. Add others that are important to you and delete those that are not - then you will have a side-by-side comparison of all the partners you consider.

	Provider One	Provider Two	Provider Three
Technical Competence	-		
Do they have a comprehensive assessment manual available that			
describes how the assessment was developed?			
Does the manual include sections covering both assessment			
reliability and validity?			
Does the manual describe potential outcomes of using the			
assessment (business results)?			
How do the assessment results and reports match with your needs?			
Are they able to share sample assessment results?			
How do they measure the competencies, values, skills, and/or traits			
you're seeking to measure?			
What specific job performance dimensions were targeted in the			
development of the assessment?			
Are there different assessments based on position or job group?			
How do the assessments avoid bias?			
Do they conduct ongoing adverse impact analyses? Can this			
evidence be provided?			
Have the assessments been validated in any countries or cultures			
that they would be used for at your organization? Are they offered in			
all languages you need?			
Are specific standards around cultural sensitivity and inclusion			
strictly adhered to? If so, how?			
What are the credentials of your assessment development			
professionals (e.g., Industrial Organizational Psychologists)? What			
is their experience?			
Proof			
Are they willing to conduct a research or pilot study within your			
organization?			
What kinds of business results can they offer as evidence of the			
effectiveness of the assessment?			
What other research studies have they conducted with other			
organizations? What did you learn?			
Contextual Performance			
What conceptual framework was used to develop the assessment?			
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Are there benefits to using the assessment beyond improving task-based job performance? If so, what are they?  Does the assessment get at both the "what" of the job (task performance) and "how" the job needs to be performed (your cultural competencies)?  What other hring tools are available and how might these other tools add value (examples: structured interview guides, performance management, surveys)?  Would anything be missing by using only the assessment?  Support  Is training offered to help users interpret the results?  How quickly are the results provided?  What kind of support is available to you and your hiring managers?  What not of support is available to you and your hiring managers?  What analytics are provided? What support is available in interpreting these reports, adverse impact analyses, and source reports)?  What analytics are provided? What support is available in interpreting these reports?  Will you have a dedicated point-of-contact?  How do they help with implementation? What does that look like?  What is their experience in deploying these types of solutions in large/medium/small organizations?  Are the unique needs for use and training of each type of user met (e.g., I-R. somismall organizations?  What is your percentage of use and training of each type of user met (e.g., I-R. somismall organizations?  What is your percentage of use implementation? What is so your performance in deploying these spesses of solutions in large/medium/small organizations?  Are the unique needs for use and training of each type of user met (e.g., I-R. somismall organizations?  Are the unique needs for use and training of each type of user met (e.g., I-R. somismall organizations?  Are the unique needs for use and training of each type of user met (e.g., I-R. somismall organizations?  Reference 1  Contact Info  Contact Info  Candidate Experience		<u> </u>	<u>.</u>	
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	Does the provider let you take the assessment?			
Is the length of the assessment reasonable for your organization and				
population?	· ·			
Are the candidate instructions easy to understand and follow?	Are the candidate instructions easy to understand and follow?			

What safeguards are in place to protect candidate privacy and confidentiality?		
Intangibles		
Does the provider make you feel like a valued partner? Do they complement your organization's values?		
Does the assessment appear job-related - will candidates think it is fair and measuring job-related expectations?		