

## 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
<b>Technical Competence</b>			
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?			
<b>Proof</b>			
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?			
<b>Contextual Performance</b>			
What conceptual framework was used to develop the assessment?			

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 hiring 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?			
<b>Support</b>			
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 proactive support is offered (including but not limited to compliance 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., HR, senior leadership, hiring managers)? How do you support new managers using the system?			
What is your percentage of up-time for assessment delivery?			
<b>Organizational Credibility</b>			
Time in business and providing assessments?			
Industries served?			
References?			
Reference 1			
Contact Info			
Reference 2			
Contact Info			
<b>Candidate Experience</b>			
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?			

What safeguards are in place to protect candidate privacy and confidentiality?			
<b>Intangibles</b>			
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?			