

A Sampling of Assessment Methods

Written multiple-choice tests: Good for obtaining an in-depth measure of particular areas of knowledge, often highly valid if developed properly, easy to administer and score, and cost effective with large candidate groups, but can be time consuming and challenging to develop, often require only recognition of concepts, and require candidates to be present.

Example: Professional selection analysts must be familiar with several types of validity evidence that may be used to support a test. One type of evidence involves generating a statistical correlation between someone's score on a test and his/her subsequent job performance. What is this type of evidence called?

- Face validity
- Content validity
- Constructive validity
- Criterion-related validity

Experience and training tests: Easy to develop, convenient for candidates (can be mailed or completed on-line), and can be easy to score (if multiple-choice), but often have lower validity and are susceptible to dishonesty and/or self-inflation.

Example 1 ("point method"): How much experience do you have assisting customers by interpreting policies and procedures, researching answers to questions, and providing quick responses?

- I have no experience performing these duties but I am willing to learn
- I have only observed others performing these duties
- I have received training but do not have hands-on experience with these duties
- I have some experience with these duties but may need additional training
- I have experience performing these duties and can do so independently
- I have trained and/or supervised others in performing these duties

Example 2 ("behavioral consistency" approach; preferred over point method):

Please describe your experience providing professional social services to children. In your answer, include the organization(s), dates of employment, job title, and major job duties.

Performance tests: Also called "work sample" or "simulation" tests, they require test-takers to demonstrate a particular competency (e.g., dealing with difficult customers). Often highly valid, usually well-received by candidates, and excellent at measuring competencies that are difficult to assess in other ways, but can be time consuming to develop, administer and score, and require candidates to be present. Performance tests can take many forms, including but not limited to:

- In-basket exercises
- Written exercises
- Oral presentations
- Role plays
- Leaderless group discussions