

SIGNATURE ASSESSMENT SERVICES

Unparalleled insight into your organization's most valuable resource



SELECTION, PROMOTION, AND DEVELOPMENT

Using **scientifically validated questionnaires**, OAP's selection, promotion, and development assessments provide a comprehensive view of a participant's innate characteristics, current work behaviors, and motivating factors to determine role fit, potential for advancement, and opportunities for development.

Many of our PhD-designed batteries can be expanded to assess **potential for leading and managing**, which includes OAP's proprietary Management and Leadership Index score. Mechanical reasoning can also be measured. Selection and promotion assessments include potential follow-up questions managers, OD specialists, and HR professionals may wish to review with the candidate, derived from the participant's assessment data.

KEY FEATURES:

Assess critical thinking, leadership, implementation skills, interpersonal style, and motivation – all in one comprehensive assessment that can be completed online

Reports include data-based, actionable suggestions for continued development

Selection and promotion reports feature potential follow-up interview questions for use by OD specialists, HR professionals and managers

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BUILD YOUR TEAM WITH DATA

OAP assessments predict role fit, forecast productivity, and decrease turnover, empowering you to hire and retain top talent

OUR MOST POPULAR ASSESSMENT ANALYZES DATA FROM FOUR SOURCES:



CRITICAL THINKING

- Strong relationship with job success criteria (job knowledge, overall performance, and overall potential)
- Measures ability to think critically in neutral and emotionally-charged situations



PERSONALITY

- Detects attempts at positive impression management often unnoticed in interviews
- Analyzes attention to detail, interpersonal style, ability to think on the fly, and 16 other traits related to successful performance



LEADERSHIP

- Identifies high potentials and future leaders
- Analyzes the use of key influencing strategies to gauge effectiveness in selling ideas to others
- Measures current standards for quantity and quality of work completed



MOTIVATION

- Aids managers in maximizing reports' productivity
- Measures potential impact of heavy workload and difficult challenges on motivation to perform
- Identifies potential signs of burnout

The number of organizations using assessment in the hiring process is growing by 10-15% per year, and for good reason. Research shows that interviews, the favorite selection tool of managers, are least predictive of a candidate's success and longevity at an organization. Turnover rates (one in four new hires depart within a year) reflect these findings (CEB, 2012). Scientifically validated assessments – particularly those that measure critical thinking, personality, leadership, and motivation – significantly increase the likelihood of identifying candidates with strong role fit, the ability to progress, and organizational commitment (Ones et al., 2007; Schmidt & Hunter, 1998).

\$15,000+

AVERAGE COST OF ONE ENTRY-LEVEL BAD HIRE*

\$50,000+

AVERAGE COST OF ONE EXECUTIVE BAD HIRE*

75%

of all hiring is due to turnover. Behavioral issues and poor role fit are the most common causes, factors that can be detected with the correct psychological assessment.*