

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.*