

Psychometric Testing in the Hiring Process

We have often noticed that companies hire for technical expertise over values and cultural fit. This leads to hiring people for what they know and then firing them for who they are. We should always hire those people who fit into our culture and value system. If we have created solid processes, we can close the gap in knowledge. We should always be looking for talent and then recruiting that talent when it is needed. Our goal should be to promote and recruit talent from within as much as we can, but there may be times when we must hire from the outside, so a culture fit must be ensured during this process. The outside salaried hires are typically at the higher levels of the organization, so the wrong hire can have a large negative impact on the culture. A general rule of thumb is to create development processes so robust, that we can hire from within 80% of the time or more. However, we look for outside talent 20% of the time to ensure we introduce new thinking. There are some tools that help facilitate the hiring and promoting process to ensure the right fit for the person and the organization. Below are some examples of those tools:

Predictive Index: Used to determine a person's temperament or personality type. Different types of personalities perform better in different positions. While there are no "bad" personality profiles, personality profiles do show areas in which a person may want to focus for improvement based on the individual's current or targeted position.

Change Style Indicator: Used to determine if a person is an originator, conserver, or pragmatist when it comes to change. Again, there is no good or bad style. However, it does give insight as to how the person will deal with change.

Wonderlic: Used to determine how fast a person can learn. This test is used by the NFL to test quarterbacks, since they have to process loads of data and respond quickly. Quick witted people score highly on this test while deep thinkers tend to score lower. However, these different types of people are typically working in different areas, and there is value in both styles.

PXT Testing: Compares the candidate to a known "Good" profile for the position, gives a percent match, and offers questions to ask in the interview for areas where they may be challenge. To determine the known "Good," we profile those in the organization that are seen as high performers. Then all future candidates are compared to that profile for a match.

At Drive Inc., we believe these assessments, if done in combination, support the best outcome in all hiring situations. We are your one stop shop for Psychometric testing, and we would welcome the opportunity to become your partner in the selection process. To discuss how Drive Inc. can assist you with your screening processes, please contact us at testing@driveinc.com.