

# Hiring Assessments & Benchmarking Best Practices

3:00-4:00 ET – March 23, 2023

Presenter: Mike Poskey, President & CEO, ZERORISK HR

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# Hiring Assessment and Benchmarking Best Practices

By Mike Poskey



# What You Will Learn

- ▶ The Different Types of Hiring Assessments
- ▶ Hiring Assessment Return on Investment
- ▶ Hiring Assessment Best Practices
- ▶ Benchmarking Best Practices
- ▶ How to Successfully Roll-Out a Hiring Assessment

# Hiring Assessment Definition

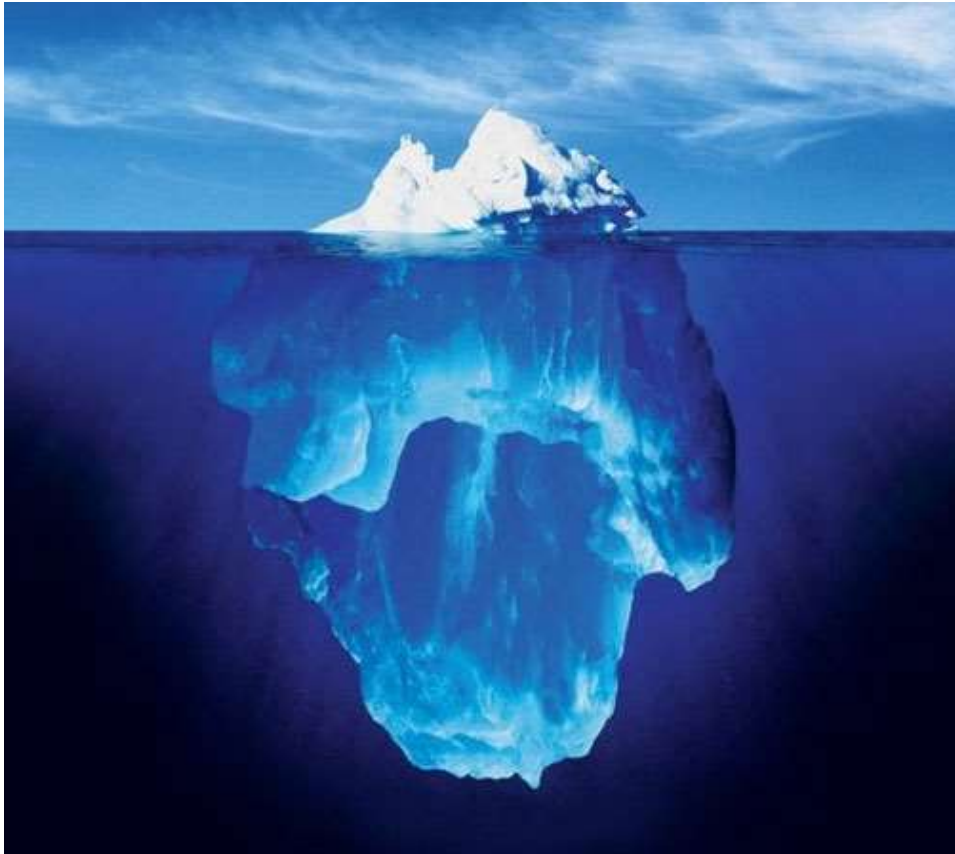
A pre-hire assessment is a test or questionnaire that candidates complete as part of the job application process. The use of a valid and expert assessment is an effective way to determine which applicants are the most qualified for a specific job based on their strengths and preferences. [Wikipedia](#)

# Different Types of Hiring Assessments

- ▶ Basic Skills
- ▶ IQ
- ▶ Technical
- ▶ Behavioral (Behavioral and Emotional Intelligence)



## EQ vs. Personality



# Pre-employment Testing ROI

- ▶ For every dollar an employer invests in personnel screening, the savings range from \$5 to \$16 in reduced absenteeism, improved productivity, lower turnover, safer working environments, reduced insurance premiums and decreased employer liability.



# Hiring Assessment Best Practices

- ▶ Benchmark critical success factors
- ▶ Obtain permission from the applicant
- ▶ Be consistent in administering and communicating the assessment
- ▶ Don't use as a gatekeeper but as a guide of what to focus on in the interview
- ▶ Maintain confidentiality of the assessment results and don't share results with candidates



# Benchmarking Best Practices

- ▶ Define the Performance Metric/s You Want to Benchmark
- ▶ Have Everyone in that Job Title Complete the Assessment
- ▶ Identify A, B, and C Performers Based on Performance Metric/s
- ▶ Conduct Data Analysis for Statistical Significance
- ▶ Implement Assessment Data into the Hiring Process



# How to Implement a Hiring Assessment Successfully

- ▶ Identify the key problem you feel pre-employment assessment will help solve
- ▶ Evaluate the cost of the problem and the potential ROI of a pre-hire assessment program
- ▶ Gain approval from leadership
- ▶ Sample and Pilot an assessment before rolling out to the entire company
- ▶ Attend vendor-provided certification training
- ▶ Evaluate and Measure

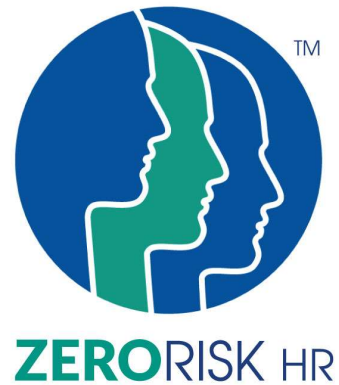
# Plan Your Workforce of Tomorrow, Today

- ▶ The Workforce Tomorrow Initiative is a research study designed to identify core emotional intelligence competencies that correlate to objective performance data and great workplace cultures. This initiative was created to help you make strategic human capital decisions that positively impact your workforce of tomorrow. There is no cost to participate in the study.
- ▶ [www.zeroriskhr.com/workforce-tomorrow](http://www.zeroriskhr.com/workforce-tomorrow)



# Arrange for a Complimentary EQ Assessment

Contact: Mike Poskey  
[mike.p@zeroriskhr.com](mailto:mike.p@zeroriskhr.com)



# Q & A



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*Thank you for attending!*

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