



Assessment Consulting Solutions

FEATURES

- ▶ Connects assessment activity to bottom line results
- ▶ Enables continuous improvement of testing outcomes
- ▶ Helps establish legal defensibility of assessment processes

First Advantage's assessment consulting professionals leverage proven best practices to help you choose the most appropriate employment tests and implement an assessments program aligned with your business goals.

First Advantage offers a range of assessment consulting services provided by doctoral and master's level industrial/organizational psychologists that will help you address your business objectives and maximize your investment in your employment testing program.

Assessment Configuration

The first step toward building a successful testing program is ensuring that you have chosen the best assessments for your needs. Our expert consultants will work with you to identify the appropriate testing scales using input from your internal job experts to construct the most suitable assessments to meet your recruiting goals.

Job Analysis and Validation

Using efficient survey processes, we can help you analyze how various employee competencies and behaviors influence your specific goals. Then we measure employee or applicant performance on the proposed assessment and combine the resulting data with specific performance measurements. This connects the assessments to your job requirements and allows our experts to develop customized scoring and qualification standards for your assessment program that are truly predictive of performance.

Finally, we produce a technical report that clearly defines the assessment process, its development, validation, outcomes and financial significance to your business.

Ongoing Optimization

In today's ultra-competitive business environment, it is critical to continue refining, adapting and improving your core business processes. For employment assessments, this means periodically evaluating your tests and how you interpret test results to ensure your assessment program remains aligned with your current goals. In addition, revisiting your testing program over time provides the data you need to adapt to changes in the market and your business, maximize your program's shelf life and minimize potential legal issues.

**For more information, contact us at 866.400.FADV (3238),
TAS@FADV.com or visit us at www.FADV.com/employer**