



## Behavioral and Cognitive Assessments

### FEATURES

- ▶ Consistent with EEOC and federal testing guidelines
- ▶ Aligns attitudes and aptitudes with job role
- ▶ In-depth reporting that generates interview questions
- ▶ Built-in candidness scale and question order randomization to help ensure truthful responses
- ▶ Modular competency-based scales are easily configurable

With the help of First Advantage’s suite of modular, automated behavioral and cognitive scales, you can conduct assessments for measuring cognitive abilities, risk factors, sales and service potential, workplace skills and personality to help ensure you find the candidate who is the best fit for your position and organization.

First Advantage behavioral and cognitive assessments have been designed specifically for employers to provide more effective, efficient screening of key behavioral traits and cognitive abilities. Each pre-configured test assesses candidates along a variety of scales to help you get a more complete profile of job candidates before making costly hiring decisions.

### Pre-Configured Behavioral and Cognitive Tests

Ready-to-use, validated tests are available for the following job families:

#### **Individual Contributor Tests**

- Global Competency Profile
- Risk Profile
- Retention Assessment

#### **Professional Sales Tests**

- Professional Sales Profile
- Professional Sales Profile + Applied Reasoning\*

#### **Professional Roles Tests**

- Professional Success Profile
- Professional Success Profile + Applied Reasoning\*

#### **Management Roles Tests**

- Management Success Profile
- Management Success Profile + Applied Reasoning\*

\*Two versions (Proctored or Un-proctored) of this test are available

### Creating Custom Behavioral Assessments

For many employers, one of the most difficult aspects of implementing a testing program is finding a test or series of tests that meets their company’s precise needs. Until now, the alternative for those seeking a custom assessment solution has been an expensive project with a test developer or publisher to create custom tests from scratch.

Unlike other assessments, many of which use one-size-fits-all instruments to measure the knowledge and skills required for a diverse set of jobs, First Advantage’s highly modular testing allows you to use any of its individual scales as the building blocks for creating cost-effective custom assessments.

Using fully validated “building blocks,” each representing a specific behavioral trait or cognitive ability, First Advantage can design assessments that match your job descriptions and meet other organizational requirements, including time constraints, which often drive testing decisions within the employment process. Your First Advantage Sales Representative can help you to identify the key competencies required for the job, select the most appropriate scales for measuring them and create custom assessments that precisely map to the needs of your organization. The building blocks for custom behavioral assessments include:

***Individual Contributor - Behavioral***

Achievement Orientation  
Adaptability  
Attendance/Turnover Risk  
Candidness  
Conscientiousness  
Demonstrates Respect  
Maintains Composure  
Influence  
Problem Solving  
Quality Orientation  
Safety  
Self Management  
Service Orientation  
Team Orientation

***Individual Contributor - Cognitive***

Applying Work Procedures - Math  
Applying Work Procedures - Reading  
Applying Work Procedures - General  
Applied Reasoning (UP)<sup>1</sup>

***Professional - Cognitive***

Applied Reasoning (UP)<sup>1</sup>  
Applied Reasoning (P)<sup>2</sup>

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1 Un-proctored administration

2 Proctored administration

***Professional and Pro Sales - Behavioral***

Adapts and Leads in Change  
Demonstrates Interpersonal Effectiveness  
Demonstrates Performance Orientation and Drive  
Develops Customer Focused Solutions  
Influences Others  
Manages Business Complexity  
Manages People and Resources  
Sales - Achievement Orientation and Drive  
Sales - Customer Focus and Influence  
Sales - Reliability and Decision Making  
Sales - Sales Ability and Fit



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