

Job Suitability Testing for Skilled Positions

Basic screening at time of hire to help your company select individuals who bring more skills to the job and fewer potential problems.

As a trained practitioner, Dr. Jordan uses industry-accepted and standardized methods to identify candidates who have both the skills and personal characteristics to fit the job. My methods are reliable, valid, and ADA compliant. Workforce Improvement

A wide variety of tests are available for most skilled and or customer service positions. The important thing to realize is how personnel testing can CONSISTENTLY improve the quality of your new hire employees. While we cannot guarantee that all new hires will be "all stars," the probabilities are in your favor of hiring better employees than your competition hires, and consistently hiring better employees than you did without testing. Decrease "bad hires"

Personnel testing can help reduce "selection errors" that occur when problematic or inept candidates are unintentionally hired. Even at the entry-level of the organization, employees that respond to your customers can make a big impact on the organization. It only makes sense to screen these employees for basic skills. Simple, pre-employment testing is one the most cost-effective measures an employer can use to improve productivity, reduce turnover, and decrease the number of employee-related problems. Think about the most disruptive or unproductive employee you've had to deal with. Wouldn't it be nice to avoid those individuals in the future? Do's and Don'ts

Testing can easily be integrated into your existing hiring practices, and for a lot less than you might imagine. Consider your options carefully. The best selection system is one that offers you validity, reliability, and flexibility. Avoid testing services or "systems" that require:

- High up-front costs
- Annual fees
- Expensive training for your people
- Additional costs for updating
- Considerable set-up costs and administrative liability on your part

Instead,

- Pay only for what you use
- Have a licensed and properly trained psychologist administer the process
- Avoid "gimmick" tests and computer tests that have not been critically reviewed in the research literature.
- Avoid the "one size fits all" gimmick.
- And above all else, be wary of testing programs that seem "too good to be true."