

# ASSESSMENTS – WHICH, WHEN, WHY AND BY WHOM?

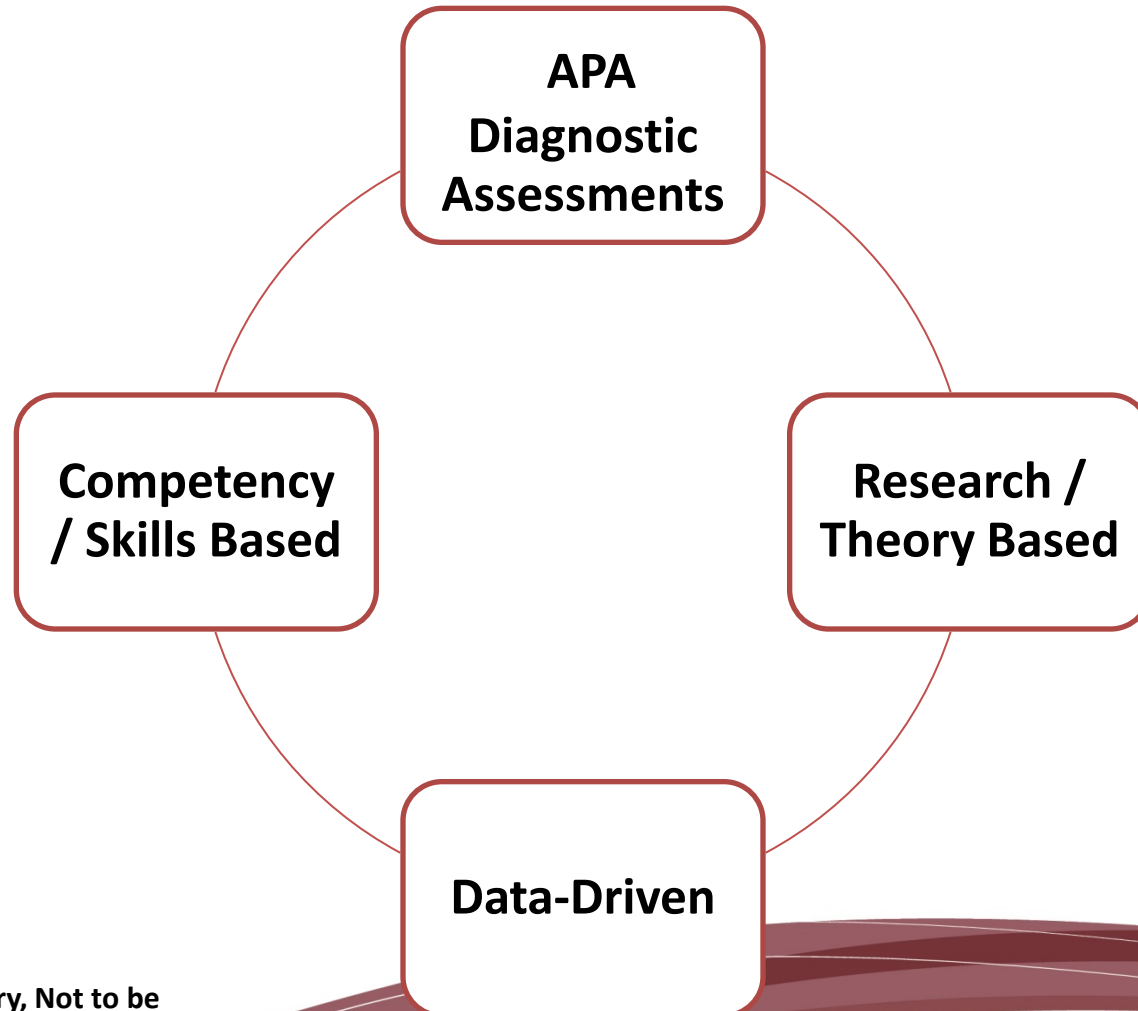
**MARGO BOSTER**  
**IMPAQ SOLUTIONS**



# WHY USE ASSESSMENTS?

- Career assessment
- Improve hiring decisions
- Improve team performance
- Develop leaders
- Resolve conflict

# BASIS OF ASSESSMENTS

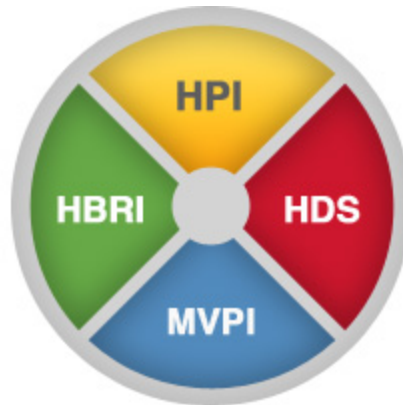


# AMERICAN PSYCHIATRIC ASSOCIATION (APA) DIAGNOSTIC ASSESSMENTS

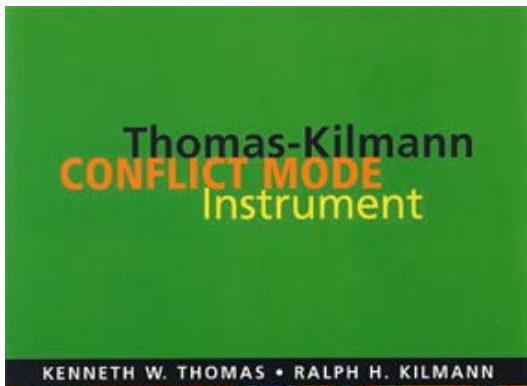
- Minnesota Multiphasic Personality Inventory (MMPI)
- Cross cutting symptom measures
- Disorder-Specific Severity Measures
- Disability Measures



# RESEARCH / THEORY BASED



# DATA DRIVEN



# COMPETENCY / SKILLS BASED



# WHEN TO USE WHICH?

ASSESSMENT	CAREER CHOICE	HIRING	DEVELOP TEAM	DEVELOP LEADERS	CONFLICT
MBTI	Maybe	No	Yes	Yes	Yes
Kiersey	Maybe	No	Yes	Yes	Yes
Hogan	No	Yes	Yes	Yes	Maybe
Birkman	Yes	Yes	Yes	Yes	Yes
TK Conflict	No	No	No	No	Yes
Color Code	No	No	Yes	No	No
Strong	Yes	No	Maybe	Maybe	No
DISC	No	No	Yes	No	Maybe
360 Feedback	No	No	Yes	Yes	Yes
Competencies	No	Yes	Yes	Yes	Yes



# BEHAVIORAL ASSESSMENTS AS HIRING TOOLS

1. Analyze the job and clearly understand the requirements
2. Identify skills and characteristics needed to do the job
3. Select tool to measure those skills and characteristics

# CHALLENGES TO USING BEHAVIORAL ASSESSMENTS FOR HIRING

- ***Correctly identify*** what traits are valid and reliable predictors of success in a particular job
- ***Accurately measure*** those traits

## CAUTION....

- The [*fill in the blank*] is the most accurate, comprehensive, and easy to use behavioral / personality test available.

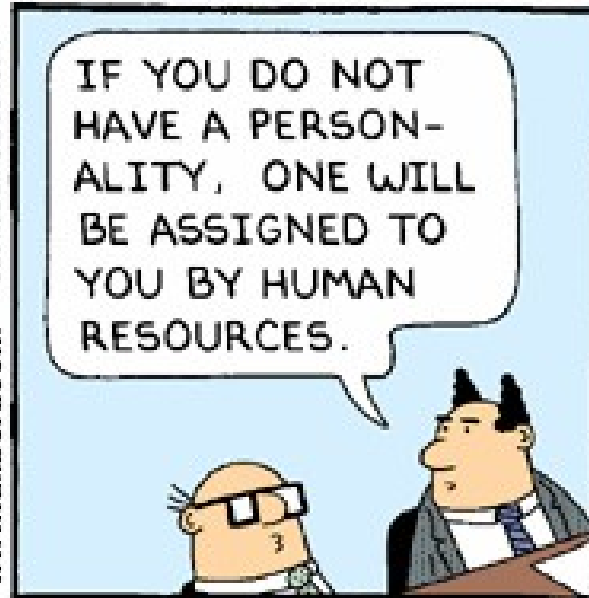
# INTERPRETING AND ADVISING



*“It’s OK – I read the book. I can do this.”*



www.dilbert.com  
scottadams@aol.com



1/4/80 © 2000 United Feature Syndicate, Inc.



# FOR MORE INFORMATION

Margo Boster

[margo.boster@impaq-solutions.com](mailto:margo.boster@impaq-solutions.com)

[www.ImpaQ-Solutions.com](http://www.ImpaQ-Solutions.com)

480.359.6147