

Exploring The Best Validated Assessments

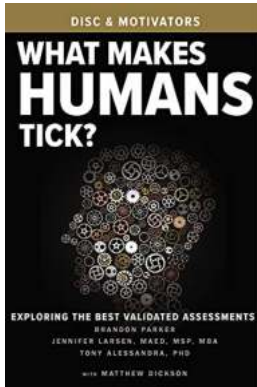


In today's world, where talent acquisition and employee development play crucial roles in organizational success, using validated assessments has become increasingly important. These assessments help organizations make informed decisions about hiring, promotion, and training by providing valuable insights into an individual's skills, abilities, and potential.

But with so many assessments available in the market, it can be overwhelming to determine which ones are the best and most reliable. In this article, we will explore the top validated assessments that have proven to be effective in various organizational contexts.

What Makes Humans Tick?: Exploring The Best Validated Assessments by Brandon Parker (Kindle Edition)

★★★★☆ 4.4 out of 5

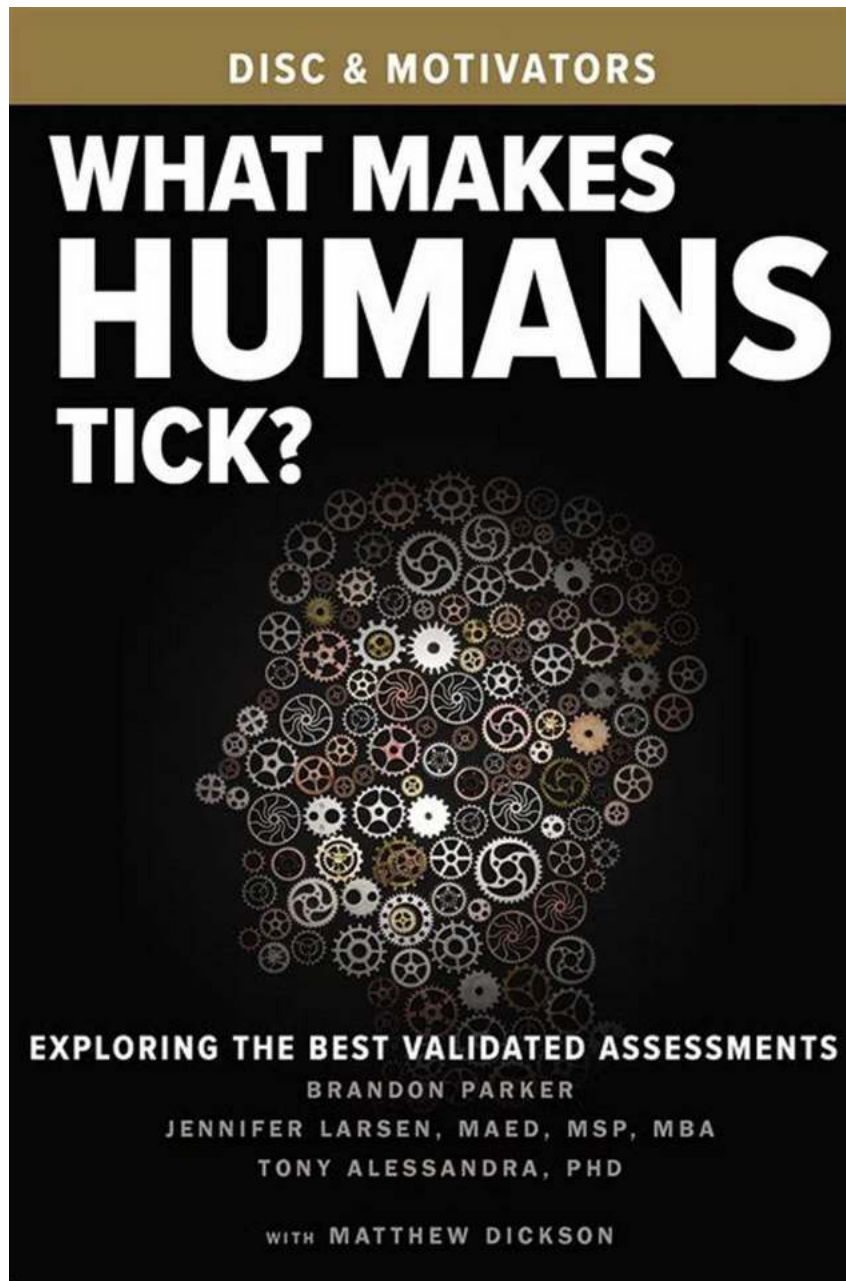


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1. Myers-Briggs Type Indicator (MBTI)

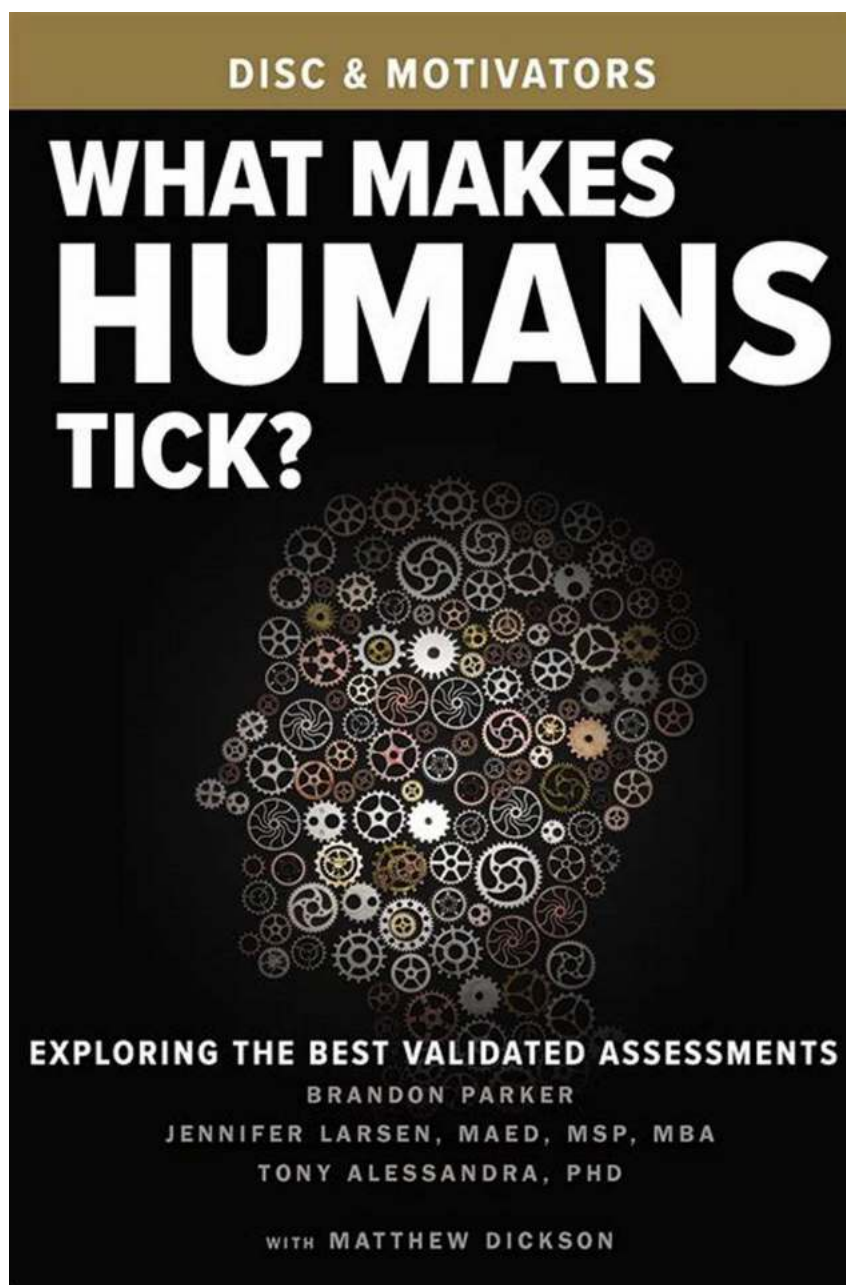
The Myers-Briggs Type Indicator is one of the most widely used personality assessments in the world. It assesses an individual's personality based on four dichotomies: Extraversion (E) vs. Introversion (I), Sensing (S) vs. Intuition (N), Thinking (T) vs. Feeling (F), and Judging (J) vs. Perceiving (P). The MBTI provides insights into an individual's preferences, strengths, and potential career paths.



The MBTI can be particularly useful in team-building exercises and career development programs. By understanding different personality types, organizations can enhance communication, collaboration, and overall team effectiveness.

2. Emotional Intelligence (EI) Assessments

Emotional intelligence has gained significant recognition as a crucial competency in the workplace. EI assessments, such as the Emotional Quotient Inventory (EQ-i 2.0), measure an individual's ability to understand and manage their emotions and effectively navigate social interactions.

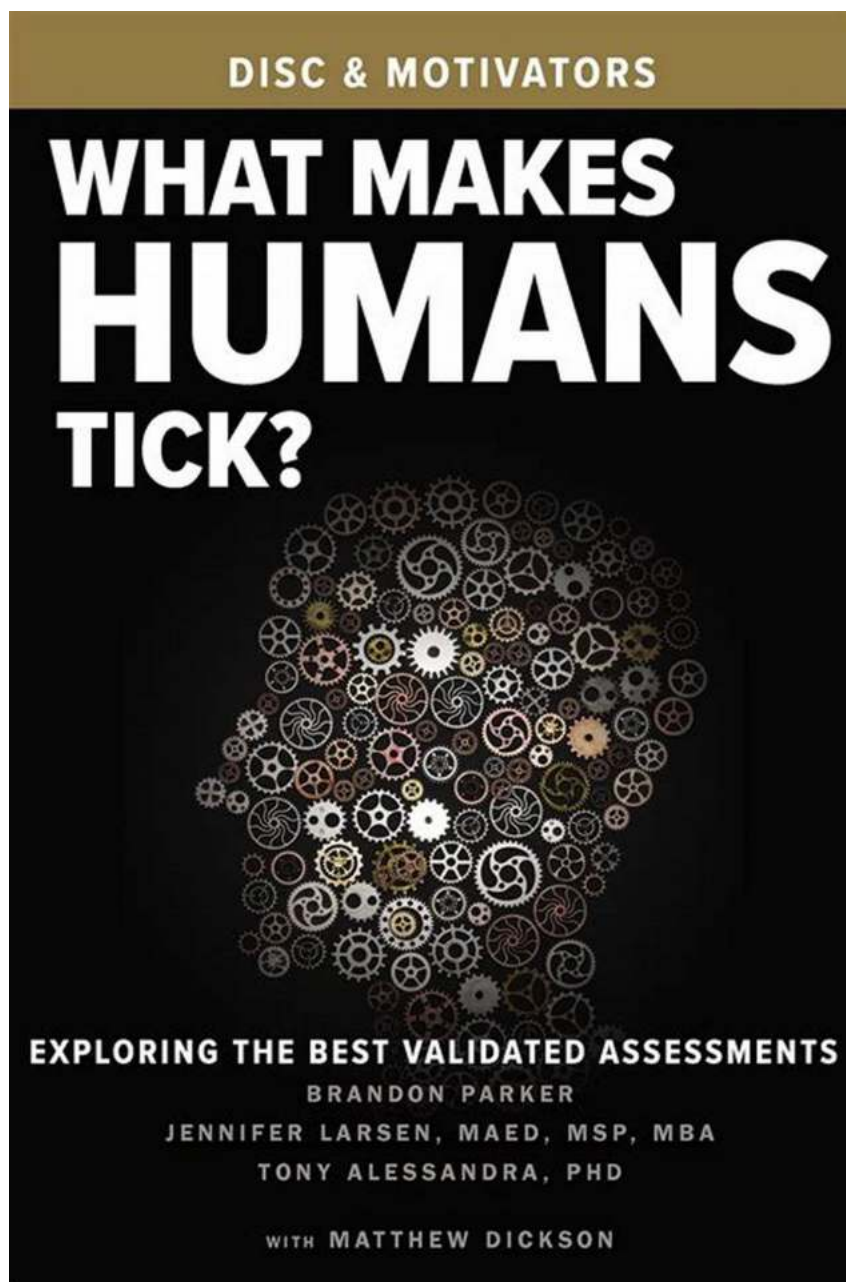


Organizations can use EI assessments to identify individuals who possess high emotional intelligence, which is linked to better leadership skills, teamwork, and overall job performance. These assessments help organizations in selecting and

developing leaders, improving employee engagement, and fostering a positive work environment.

3. Cognitive Ability Tests

Cognitive ability tests assess an individual's general mental abilities, including logical reasoning, numerical ability, and verbal comprehension. These assessments, such as the Wonderlic Personnel Test, are commonly used in pre-employment screening and job selection processes.



By evaluating cognitive abilities, organizations can predict an individual's potential to perform well in complex tasks, problem-solving, and decision-making. Cognitive ability tests are particularly effective in identifying high-potential candidates and ensuring a fair and unbiased selection process.

4. 360-Degree Feedback Assessments

360-degree feedback assessments gather feedback from multiple sources, including supervisors, peers, and subordinates, to provide a comprehensive evaluation of an individual's performance and development areas. These assessments, such as the Leadership Circle Profile, offer a holistic view of an individual's strengths and areas for improvement.



College of Medicine (For Internal Use Only)



360 Degree Appraisal Feedback Form

This form will assist management in preparing the performance evaluation for the individual listed below. As someone who works with this person on a regular basis, your feedback regarding his or her performance will be useful to the overall review process. You are not required to put your name on this form.

Employee Name: _____

Relation to Employee: _____

Your Name (Optional): _____

Time Spent	Every Day	A few times a week	A few times a month	Every few months	NA (Never)
Your interaction with employee					

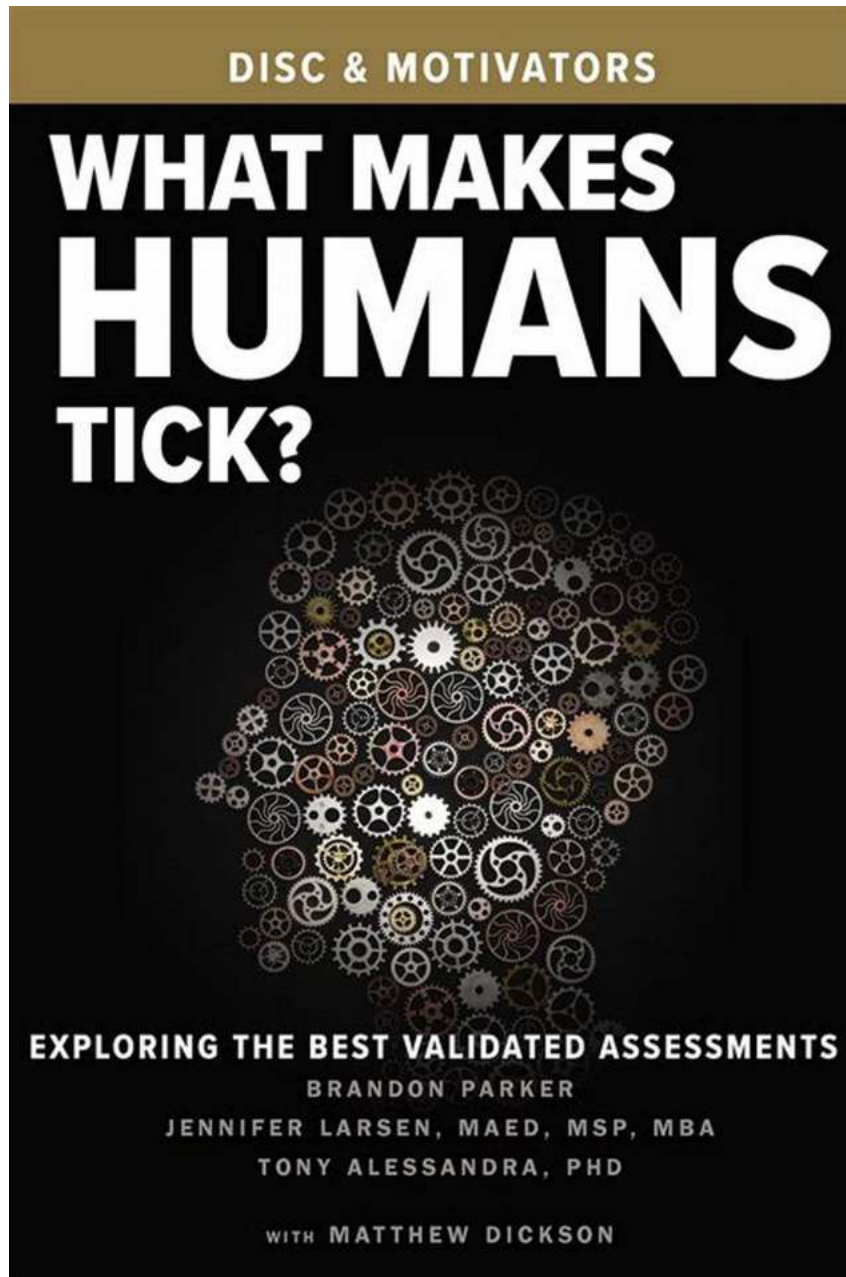
	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
Quality of Work					
Sets high standards for quality of work output					
Ensures work is error-free before submitting					
Helps others improve the quality of their work					

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
Communication					
Communicates well orally and in written-form					
Displays good listening skills					
Shares information freely with others					

Organizations can use 360-degree feedback assessments for leadership development, performance appraisal, and succession planning. By collecting feedback from various stakeholders, organizations can gain valuable insights and help individuals enhance their self-awareness and effectiveness as leaders.

5. Integrity Assessments

Integrity assessments, such as the Personnel Reaction Blank (PRB), aim to measure an individual's honesty, reliability, and ethical behavior. These assessments help organizations identify individuals who are less likely to engage in counterproductive behaviors or unethical conduct.

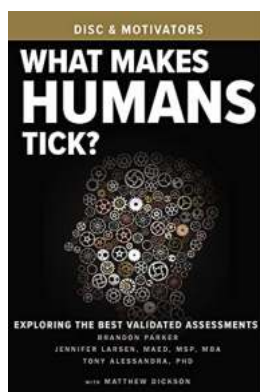


Integrity assessments are valuable in high-stakes positions, such as financial services or law enforcement, where trust and ethical conduct are critical. By

assessing integrity, organizations can minimize the risks associated with employee misconduct and build a culture of trust and accountability.

Validated assessments offer organizations a scientific and objective approach to assess individuals' skills, abilities, and behaviors. From personality assessments to cognitive ability tests, there are various types of assessments available to meet different organizational needs.

By incorporating these assessments into their talent management strategies, organizations can make more informed decisions about hiring, promotion, and employee development. The best validated assessments provide valuable insights, enhance objectivity, and contribute to the overall success of organizations in today's competitive business landscape.



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by Brandon Parker (Kindle Edition)

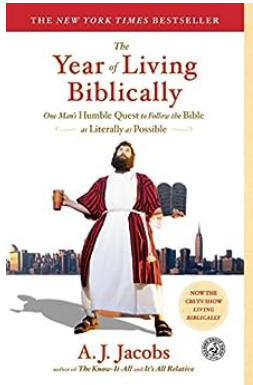
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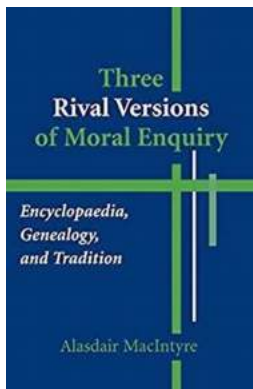
Understanding, nurturing, and developing people are critical in every professional and personal relationship. But how can you get a clear picture of a person, including their needs, wants, strengths, challenges, and capabilities? There are many powerful assessment tools on the market and an overwhelming number of

opinions regarding which are the best to use. Through years of research, the Assessments 24x7 team knows that people are far too complex for a single assessment solution. Meet DISC & Motivators - and other fundamental assessments - each measuring a different and essential dimension of human behavior, emotion, and cognition to help you make the best decisions regarding your personal and professional interactions.



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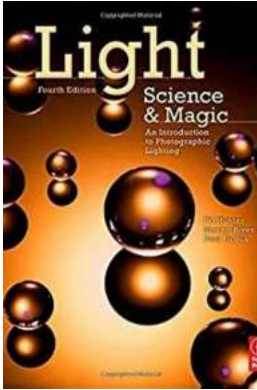
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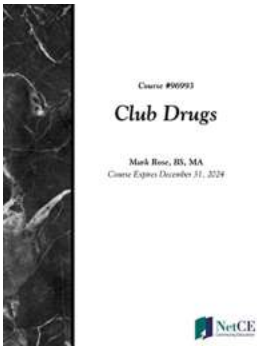
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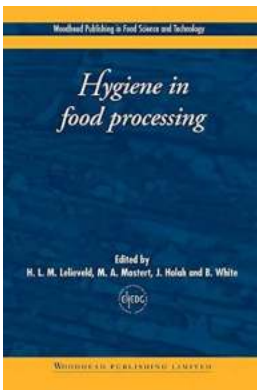
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What Men Need to Know and What Women Need to Do



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