

## Selection Research and Design

E·A·S·I·Consult® designs customized assessment/selection tools and procedures to fit the needs of your company. Our solutions are sound and practical. Whatever the need, we will sit down with you to design a solution that is not only predictive and legally valid but also cost effective and time efficient.

### Typical steps in a customized assessment and selection project include:

#### 1. Job Analysis/Competency Modeling

We identify the job-related information that will be the basis for evaluating your candidates. E·A·S·I·Consult is a leader in the field of competency modeling. We will help you create or update your model of competencies to be used in your pre-employment assessment tools.

#### 2. Assessment design and data collection

We help your company develop an effective and efficient assessment process to guide your hiring decisions. Typical assessments include: tests, behavioral interviews, technical skills assessments, assessment centers, job simulations or any combination of these. Our online solutions offer efficient data collection. We can tie-in to any applicant tracking system.

#### 3. Selection decision process

Just having the right assessment tool is not enough!

E·A·S·I·Consult has decades of experience developing worker profiles and setting cut-scores to help you make the right hiring decision. This provides you with an effective and legally defensible hiring solution.

We have designed selection systems for moderate level replacement hiring to major plant start-ups.



#### 4. Technical documentation

We take great care to follow scientific validation procedures and legal guidelines. **But you should ask for more.** E·A·S·I·Consult provides you with a technical report for your files. Our selection solutions have yet to be questioned by the courts. Still, your customized technical report is an important tool to show the thorough and professional work behind your selection system.

Contact Us To Get Started

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