Executive Summary - 6 Month Insights from Manufacturer

Objective:

1. Determine the effectiveness of TalentClick assessments to predict job performance and safety-related behavior by analyzing data from new hires
2. Identify areas to improve the effectiveness of the TalentClick assessments such as changes to tighten the benchmarks (target score ranges) in the assessments based on preliminary findings

Data Analyzed:

Data collected from one sample location only:

- **77 new hires** with TalentClick assessment results and job performance ratings and safety incident data
- **14 new hires** with TalentClick assessment results but no job performance or safety incident data
- **79 applicants** not hired

Note: *This data set would be considered a small sample size. For statistical power in an in-depth analysis we would require at least 100 new hires with job performance and safety incident data.*

Highlights of Findings:

Correlations of assessment scores to job performance ratings and safety incidents show the following:
Safety Quotient (SQ) Scores correlate with Safety Incidents and Job Performance Ratings as expected. The strongest correlations were with the behavioral traits “Resistant vs. Accommodating”, “Anxious vs. Calm”, and “Distractible vs. Focused”.

- **Low scores** on **Resistant vs. Accommodating** are correlated with terminations, corrective actions equipment/ property damage and low quality ratings
- **Low Scores** on **Anxious vs. Calm** are correlated with injuries, near misses, equipment/property damage and low safety ratings
- **Low Scores** on **Distractible vs. Focused** are correlated with corrective actions and equipment/property damage

Work Values and Attitude (WVA) Scores correlate with job performance ratings and terminations. Integrity, Responsibility, Coachability and Positive Attitude show the strongest correlations:

- **Low Responsibility** scores are correlated with **terminations**
- **Low Integrity** scores are correlated with **equipment/property damage**
- **Low Coachabilty** scores are correlated with **injuries, equipment/property damage and corrective actions**
- **Low Positive Attitude** scores are correlated with **equipment/property damage and corrective actions**

Of the Cognitive (CQ) assessment data (Verbal, Numerical and Spatial/Mechanical), Spatial/Mechanical shows to be the most important:

- **High Scores on Spatial/Mechanical Ability** are correlated with **High Ratings on Productivity** and **Quality.**
- **Low Scores on Spatial/Mechanical Ability** are correlated with **corrective actions** and **terminations.**

Summary:

Overall, the assessments are measuring the right behaviors. As expected in the early stages of assessment use, benchmarks are broad and then can be refined based on data analysis as summarized above. The benchmarks being used currently in the assessment reports (target score ranges) are not stringent enough so too many candidates are receiving a 'Green' overall rating. Making the benchmarks more stringent would result in more candidates who are more likely to be low performers receiving a 'Red' or 'Yellow' overall rating. These refined benchmarks are specific to your organization, helping you identify more low performers early in your process, and focus on the top performers who fit the job and the unique organizational culture.

Recommended Next Steps:

1. Adjust benchmarks (target score ranges) based on data analysis to be more stringent. Areas that were shown in the data analysis to have the strongest correlations would be given heavier weighting.

   After the adjustment, approximately 50% of applicants would receive a 'Red' or 'Yellow' overall rating. These new benchmarks can be implemented immediately.

2. More data is required for a second in-depth statistical analysis. Continue to collect data for TalentClick to perform a second data analysis one year from now.