



Attachment 1: Assessment Types*

Self-Reports	Ability and Knowledge Tests	Simulations
<p>Occupational Questionnaires - Task- and competency-based self-report questionnaires used to screen applicants based on their training and experience.</p>	<p>Cognitive Ability Test - Applicants are asked to solve questions to estimate their potential to use mental processes to solve job-related problems or acquire job knowledge; can also measure aptitude for job-related skills.</p>	<p>Writing Assessment - Applicants receive a writing prompt and have a set amount of time to write about the topic. Scored by raters using professionally-developed benchmarks or by complex automated protocols.</p>
<p>Biodata - Items about past events and behaviors that predict overall performance for a given occupation. Items scored using a research-based scoring key.</p>	<p>Job Knowledge Test - Comprised of specific questions developed to determine how much the candidate knows about particular job tasks or responsibilities.</p>	<p>Assessment Center - Consists of multiple assessments to evaluate small groups of applicants on a variety of job-related competencies. Resemble actual challenges encountered on the job. Applicant performance is observed and evaluated by multiple trained assessors.</p>
<p>Accomplishment Record - Applicants provide a written description of a situation to illustrate their proficiency in critical job-related competencies. Evaluated by a panel of trained raters against competency-based benchmarks.</p>	<p>Situational Judgment Tests - Presents applicants with a description of a work problem or critical situation, and asks them to identify how they would deal with it (can be paper, computerized, or video-based format).</p>	<p>Structured Interview - Panel interview where all candidates are asked the same job-related questions (often competency- and behavioral-based) Interviewers use detailed rating scales, evaluating all candidates according to the same standards.</p>

*Examples of Assessments used for Hiring