

Five Things to Consider When Choosing a Talent Assessment

- ☐ The assessment should be grounded in an evidence-based personality model, rather than one arbitrarily created by an individual inside or outside the organization.
- ☐ The assessment should measure traits that are relevant to the job; this is why it is beneficial to find an assessment that corresponds directly to your organization's competency framework.
- ☐ The assessment should be designed by experienced test developers with expertise in psychometrics.
- ☐ The assessment should be validated using a sample that is representative of the candidate pool.
- ☐ There should be evidence that the assessment has strong predictive validity and reliability.

If you are looking for a reputable talent assessment, consider SIGMA's Leadership Skills Profile – Revised® (LSP-R®). The LSP-R meets all the criteria for a high-quality assessment and aligns seamlessly with SIGMA's Leadership Competency Framework, making it an excellent fit with other selection and development solutions.

