

VFRTC



Valid - properly chosen tests and questionnaires are among the most relevant instruments available to the assessor. Research has time and again demonstrated the validity of these techniques in the workplace, showing the strong correspondence between those who achieve the desired results in tests and questionnaires and those who subsequently prove suitable in the role for which they were assessed.

Fair - the validity of these techniques also makes them among the most defensible from the point of view of objectivity and good equal opportunities practice. To the individual on the receiving end, they represent an opportunity to demonstrate their skills and motivation, free from prejudice or knee-jerk first impressions.

Reliable - the standard nature of both the psychometric instruments and the administration procedures relating to them means that they are consistent in what they measure and not prone to whims or changes of tack. Someone tested in one part of the country may be compared directly with a peer tested elsewhere on a different occasion. Accuracy and precision are uppermost in the minds of the designers of such tests and questionnaires.

Time-saving - because several people can be tested at the same time, psychometrics compare very favorably with more time-consuming processes involving one-at-a-time assessments.

Cost-beneficial - vitally, the return on investment associated with using psychometric techniques (particularly in very measurable jobs like sales or manufacturing) has been shown to be very high. It is the validity of the techniques that contributes most to this finding: if you get the right people in the right jobs, then those jobs will be done more efficiently and you achieve a greater return on investment with fewer mishaps.