

> Dispelling the Myths of Objective Assessment

A great deal has been written extolling the virtues of objective assessment. Many eminent psychologists support the science of psychometrics as a valid method of matching the right people to the right jobs. But, equally, there are those who remain unconvinced. In this short piece we explore some of the common myths associated with testing. Then it's up to you to decide.

A good interviewer can do the job of any test

Human beings make subconscious personal judgments. Personal bias inevitably affects interview results and interviews to large groups of unsuitable people are costly and time wasting for all concerned. Objective assessment provides in-depth information on an individual so that an informed decision can be made about an individual's suitability for a job.

Tests cost too much money

Well, they can cost as little as £1.50 each. How much does an interview cost in terms of management time? Testing can cut down a list of suitable candidates quickly and fairly, dramatically cutting the costs of hire.

Psychometric assessment is too general to test for specific jobs

SHL has over 250 tests for all sorts of job types and levels of seniority, based on 25 years of scientific research. They have been proven to help match people to specific jobs. Tests include assessments of ability, personality, motivation, competencies and even cultural fit.

Testing discriminates minority groups unfairly

Selection is all about discriminating between candidates. Fair discrimination distinguishes between people on the basis of abilities and aptitudes for a particular job. All SHL tests are designed and monitored to ensure that they are fair to people from any ethnic background, or gender, or religious group, or disability, so that there is no unfair bias.

