Assessment options cost-benefit

This table will assist you to decide what assessment methods you can use for the job you are recruiting for.

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| --- | --- | --- | --- | --- |
| Assessment option | \*Validity | Adverse impact | Costs  (develop/administer) | \*Candidate feedback |
| Phone/video screening | Moderate | Low | Moderate/moderate | More favourable |
| Cognitive ability tests | High | High (against minority groups) | Low-moderate/low | Somewhat favourable |
| Work-based tests | High | High (against minorities) | Low/low | More favourable |
| Personality tests | Low to moderate | Low | Low-moderate /low | Less favourable |
| Integrity tests | Moderate to high | Low | Low-moderate /low | Less favourable |
| Risk tests | Moderate to high | Low | Low-moderate /low | More favourable |
| Structured interviews | Moderate | Low | High/high | More favourable |
| Situational judgement tests | Moderate | Moderate (against minority groups) | High/low | More favourable |
| Assessment centres | Moderate to high | Low to moderate, depending upon activities | High/high | More favourable |

\***Validity**: refers to how accurately a method measures what it is intended to measure.

\***Candidate** **feedback**: gathered by recruiter over time.