

Comparison of Employment Testing Methods

The following table compares various types of employment tests, based on data from the U.S. Office of Personnel Management.

Type of Employment Test	Validity	Face Validity	Adverse Impact
Simulations / work samples	High $r = .54$	High	Low Risk
Cognitive ability tests	High $r = .51$	Moderate	High Risk
Job knowledge tests	High $r = .48$	High	High Risk
Integrity/honesty tests	Moderate $r = .41$	Moderate	Low Risk
Biodata tests	Moderate $r = .35$	Moderate	Moderate Risk
Conscientiousness / Personality tests	Moderate $r = .31$	Moderate	Low Risk

Data from the U.S. Office of Personnel Management, *Assessment Decision Guide*.

<https://www.opm.gov/policy-data-oversight/assessment-and-selection/reference-materials/assessmentdecisionguide.pdf>