

Gain HIRE CONFIDENCE[®] with EASy Simulation[®]

ACCURATE. REALISTIC. FAIR.

EASy Simulations are proven to predict top talent with the highest fairness and accuracy. While Employment Technologies pioneered the science of simulation-based employment testing, the accuracy and validity of simulation is not just our opinion.

Simulation Ranks #1 in Accuracy by U.S. Office of Personnel Management

The following table compares the most common types of employment tests, according to data from the U.S. Office of Personnel Management. Based on their analysis, only simulations/work samples offer the **highest validity** (i.e., accuracy in predicting job performance), **high face validity** (i.e., applicant perceptions of test relevance), and **low risk for adverse impact** for protected classes.

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>



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