



DDI SKILLS TESTS

IDENTITY

BEHAVIORAL ASSESSMENTS FOR ATTITUDES AND APTITUDES

When it comes to predicting employee performance, skills assessment only tells part of the story. Attitudes and aptitudes are the other two pieces of the puzzle that must be considered in determining whether an individual is a good fit for the job and for the organization.

With Identity Assessments*, you can now get a more complete profile of any job candidate. The Identity suite of behavioral tests includes assessments for measuring cognitive abilities, risk profile, sales and service orientation, workplace skills, and workplace personality. Each test measures candidates along a variety of scales, including a built-in candidness scale to ensure that questions are being answered honestly.

Bringing together the best practices of the testing industry, Identity tests are fast, reliable, cost-effective, and easy to implement.

Identity Assessments provide the following benefits:

- > Simplified test administration with scores delivered immediately at the end of a test.
- > No more faxing, emailing or scoring manually.
- > Attractive, in-depth reports, providing scores and detailed descriptions of a candidate's aptitudes and attitudes, including suggestions for follow-up interview questions.
- > Multiple deployment options, including Internet and software-based delivery.
- > Development by an industrial psychologist to ensure the entire Identity suite is fully validated in compliance with EEOC and Federal testing guidelines.
- > Suitability for the business setting.

AVAILABLE TESTS:

IDENTITY TEST AND THEIR ATTITUDES & APTITUDES ASSESSED

<p>Cognitive</p> <ul style="list-style-type: none"> > Verbal Reasoning > Logical and Mathematical <p>Risk-Free</p> <ul style="list-style-type: none"> > Trustworthiness > Rules Compliance > Drug-Free Attitude > Non-Violent Attitude > Reliability > Candidness <p>Sales</p> <ul style="list-style-type: none"> > Ambition > Self-Confidence > Assertiveness > Stress Management 	<ul style="list-style-type: none"> > Helping Disposition > Team Player > Reliability > Candidness <p>Service</p> <ul style="list-style-type: none"> > Helping Disposition > Team Player > Stress Management > Reliability > Candidness <p>Workplace Skills</p> <ul style="list-style-type: none"> > Mathematical Reasoning > Language Skills > Attention to Detail > Analyzing Skills 	<p>Workplace Personality</p> <ul style="list-style-type: none"> > Ambition > Personality > Self-Confidence > Assertiveness > Flexibility > Helping Disposition > Reliability > Team Player > Trustworthiness > Stress Management > Candidness <p>Healthcare</p> <ul style="list-style-type: none"> > Compassion/Service > Patient Relations > Tolerance > Team Relations
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RELATED SOLUTIONS

DDI also offers a number of off-the-shelf, configurable and/or customizable tests and inventories that target various industries, measuring such items as work-related judgment, work style and disposition, and background experience. Multiple delivery modalities (online, IVR, paper and pencil, fax service) provide options that are tailored to suit your organizational needs. Specific roles and job types include:

- > Team members/associates
- > Professionals/individual contributors
- > Team leaders/supervisors
- > Managers and leaders (including executives)

- > Sales representatives (professional and entry-level)
- > Retail sales
- > Customer service and call center associates
- > Retail customer service
- > Health care provider and support roles

In addition, for each job family, DDI has drawn upon its extensive research base to develop Screening & Testing content sets that measure a candidate's personal attributes, work-related experience, job-specific competencies, and motivational fit. These content sets have been pre-configured to minimize adverse impact against protected groups (i.e. on the basis of race, gender, and age) while maximizing validity for predicting job performance.

CONTACT INFORMATION

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