

10 Frequently Asked Questions (FAQs) About Using Personality Assessment Profiles in the Workplace

Whether you have used personality assessments in the past or you are considering using a profiling instrument in your hiring, coaching, and talent management efforts for the first time, chances are you have some questions about the assessment tools used by The Rainmaker Group.

To help you better understand how these assessments are administered, and more importantly how they can add value to your organization's hiring, coaching, and talent management strategies, we have compiled a list of 10 questions we frequently hear from our Clients and future Clients.

If you have additional questions you can always contact a helpful Rainmaker Group team member by calling toll-free **1-866-988-Rain**

What do the assessment profiles measure?

The assessments used by The Rainmaker Group measure a job candidate's or current team member's talent. We have found that talent measurement is the single best predictor of future job performance. Dependent upon your needs, The Rainmaker Group may use up to five different assessments to accurately measure the talent in your organization. The assessment measure different aspects of an individual's talent such as behavioral style, motivating values, demonstrated personal skills, potential personal skill, and preferred job tasks and work environment.

Is it possible to accurately determine the most important aspects of job performance?

Yes. Using a patented job benchmarking process we will gather a group of "subject matter experts" who thoroughly understand the job's critical tasks and key accountabilities to determine what skills and personal traits are needed for high performance in a given position. These individuals will then take a comprehensive and legally validated assessment to quantifiably identify these skills and personal traits to measure future candidates and current team members against. It is important to note that we benchmark jobs, not people as the top performers in a given position may not be realizing the job's full performance potential.

Are the assessments validated and legal for use in the hiring process?

Yes, the assessment tests used by The Rainmaker Group have been independently verified for both face and construct validity by several third party statisticians. The

assessment tools are legal for use in the hiring process when they account for no more than 1/3 of the hiring decision. The assessment used by The Rainmaker Group have not been shown to cause a disparate impact to any race, ethnicity, national origin, religion, gender, or any other protected class.

As a result of their frequent validation from independent third parties, the legality of the employee assessment profiles used by The Rainmaker Group has never been challenged in a court of law.

How are the assessments administered?

The assessment tests can be taken in one of three ways: Online, by telephone, or as a paper and pencil assessment. The overwhelming majority of our Clients prefer using the assessments online for the convenience and speed of turnaround it provides.

Assessments can be taken online 24 hours a day and results are available immediately upon completion.

How long do the assessments take to complete?

Most Clients choose to use a powerful set of three assessment profiles that measure an individual's behaviors, values, and personal attributes. This typically takes 40-45 minutes. However, dependent upon the needs of your organization, the assessment tests may take as little as 15 minutes to complete.

Is there any set-up or customization required before the assessments can be used in my organization?

No special set-up or customization is required as the assessments are validated for use in all industries, organizations, and in over 80 languages. However, The Rainmaker Group will spend considerable time working and consulting with members of your organization to ensure that the correct assessment profiles are used to address your unique needs and opportunities.

Are the results easy to interpret?

The reports generated from the assessments profiles are very easy to read and interpret. This lends the reports to be incredibly "user friendly" for human resource professionals, recruiters, managers, and executives. You will have a number of reports to choose from based on the particular position the assessment is being used for (sales, management, executive, general employment, etc.), and if the report will be used as a hiring tool, coaching tool, development and performance management tool, or for a combination of uses.

Best of all, after an assessment is completed the user's responses are saved and can be converted into different reports in the future. For example, an assessment taken for

hiring purposes can later be converted into a coaching report without the team member having to retake the assessment.

Most reports come in an easy to read narrative form.

Will someone from The Rainmaker Group be able to help me interpret and leverage the information from the assessment?

Absolutely. With all of our Clients we strongly recommend a 45-60 minute debriefing of the assessment results. This is especially beneficial for new Clients who are not familiar with the format of the results and the assessment process as a whole.

During the debriefing session a trained and certified Rainmaker Group consultant will take you through the report and provide a detailed explanation of the assessment results. Depending on the assessment that was taken and the intended use of the results (hiring, coaching, development, etc.), a Rainmaker Group consultant will be able to provide actionable recommendations to ensure that you are receiving the greatest value possible from the assessment process.

Does The Rainmaker Group offer any certification on the internal use of personality assessment profiles in the workplace?

Many of our Clients who use a large number of assessments and have seen the value that using these tools brings to their organization choose to become certified in the use of the assessments internally within their organization. This provides tremendous value to the organization as one or more team members are thoroughly trained in leveraging the information from the assessment results to serve as "internal consultants" to executives, managers, and supervisors who utilize the assessments for their hiring, coaching, training and development, and succession planning needs.

How are the personality assessments priced?

Pricing for the assessment profiles varies greatly depending on the type of assessment used and the reports generated from the results. Contact a Rainmaker Group team member for more information on pricing.