Trego Takeaways

Ready for the Biggest Test?

READY FOR THE BIGGEST TEST? More companies use assessments to decide who fits in

By John Thompson, executive director of Texas Christian University's Center for Career and Professional Development (Fall 2017 : TCU Magazine)

You've graduated! No more tests!

A bit simplistic, but one of the feelings of new college graduates.

Employer testing has become huge for three main reasons; Employers want to be sure they are getting the right hire. Employers want to make sure their team member's personalities complement each other. Employers want to make sure employees have the skills to do their jobs.

There are three categories of tests that employers use. Aptitude tests measure intangibles such as problem solving and the ability to learn. Personality tests assess behavioral patterns and traits, and skills tests measure competencies.

Employers have too much riding on making the right hire. In the first year, a new employee costs them salary, training expenses and benefits. If they bring on the wrong person, they double the cost of hiring because they have to lay out these expenses all over again. That doesn't count the loss of time and other candidates who may have been a better fit in the first place.

If on boarding is an issue, getting employees to play nice and to get along is just as huge. Internal fighting, poor communication habits and territorial disputes can wreck an organization. So it is easy to justify testing.

So get used to testing. You only thought you were done with tests, particularly pop tests. Welcome to today's work world.

Key Takeaway

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