

# 4 Measures That Predict Job Success

Hiring new employees can sometimes feel like a high-stakes game of chance. Even if you use strong predictors of performance like the The Predictive Index (PI) Cognitive Assessment, you are still rolling weighted dice—You have better odds of hiring a top performer, but there's still no guarantee. If you are currently using (or thinking about using) a cognitive assessment, you may find yourself asking, "What about other measures?"

Here are some other measures commonly used in combination with a cognitive assessment to help take the guesswork out of hiring.



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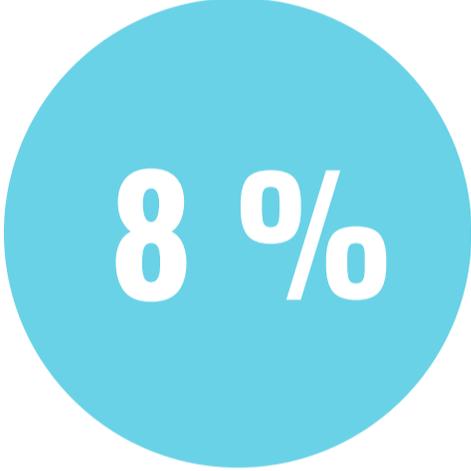
## Resume

If you've ever spent hours rifling (or clicking) through endless applicant resumes, take note: not all parts of the resume will help you predict a candidate's future job performance. For instance, you may look to someone's education first, but there is little to no relationship at all between years of education and job performance. Research has shown that when combined with cognitive ability, years of education only adds **1% gain in validity** of predicting on-the-job performance. This is largely because many candidates for a given position will have similar levels of education.

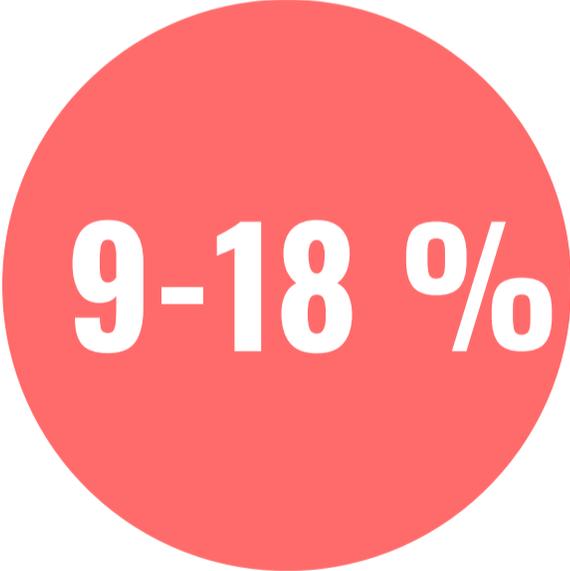
## Personality & Behavioral Assessment

8%

Assessments like the PI Behavioral Assessment have been used to assess job candidates since early in the twentieth century, and they have been shown to predict performance time and again. The method behind such practices is simple: figure out what personality is best for the job at hand and then hire someone with that personality. In fact, if you already use a cognitive assessment and add a behavioral or personality assessment, **you gain about 8% validity** in your prediction of the applicant's performance.



8 %



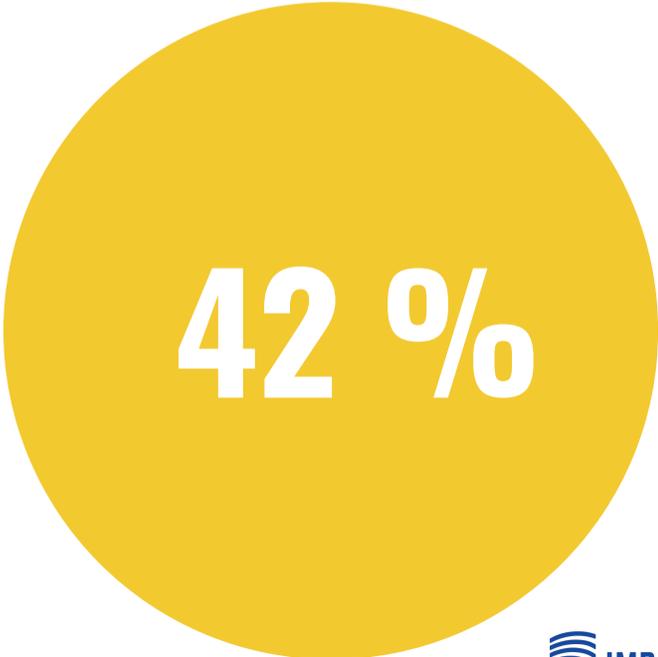
9-18 %

## Interviews

There is still debate over how useful interviews actually are. Although Schmidt\* found that three different types of interviews (structured, unstructured, and phone-based) account for **18%, 13% and 9% in predicting job performance** differences, other research such as this study on Google, found no relationship between the two measures. It's advisable to use multiple interviews in varying formats to really get a feel for the person you are considering hiring. If you get stuck, or if you think your interviewing style could use some improvements, consider using one of PI's Behavioral-Based Interview Guides to increase your ability to identify top candidates through interviews.

## Cognitive Ability Assessment

Although Cognitive ability can account for around **42% of performance** (and an even higher percentage for more complex roles), it's still possible for even the smartest of employees to be a poor fit for her team or particular role.



42 %