

Myths About Hiring Assessments That Shouldn't Get In Your Way

An essential solution for hiring even in a talent shortage



corvitus™

Unsure about using assessments in your hiring process?



LET US SHARE HOW EVIDENCE-BASED, VALIDATED TOOLS WILL FOSTER A POSITIVE AND ENGAGING CANDIDATE EXPERIENCE THAT SUPPORTS BUILDING BEST-IN-CLASS TEAMS.



Without knowing what experience and education makes someone successful, it is difficult to solely rely on this information when making a hiring decision.



Validated and evidence-based assessments measure core competencies, values, personality characteristics, and abilities required for success.



Only hiring for the same experience and education that is currently on your team can lead to overlooking candidates with new and relevant perspectives, ideas, and work styles. This can impede the development of a diverse workforce.

MYTH #2

WE'LL LOSE CANDIDATES - ESPECIALLY THOSE WHO ARE QUALIFIED.



Evaluate (or audit, if that's not too scary a word) your entire selection process before making any changes. Begin with the application - what is the candidate experience when they initially apply? Remove cumbersome questions or requirements that can be redundant and create a tedious experience.



Clear and engaging assessments coupled with complete communication on the why of the assessment contribute to completion rates for Corvitus assessments reaching 90% or higher.



Implement efficient and engaging assessments, as short as 10 minutes, for frontline and entry-roles, and increase in time for those positions which carry greater responsibility.

Review your selection process from application to ensure a positive candidate experience. Use efficient, engaging assessments: shorter for entry-level roles and longer for more responsible positions.



MYTH #3

ASSESSMENTS OPEN US UP TO DISCRIMINATION AND LEGAL RISK.



Ultimately, legal defensibility comes down to showing that each step of your hiring process is job related. There's no stronger way to do that than through evidence and data.

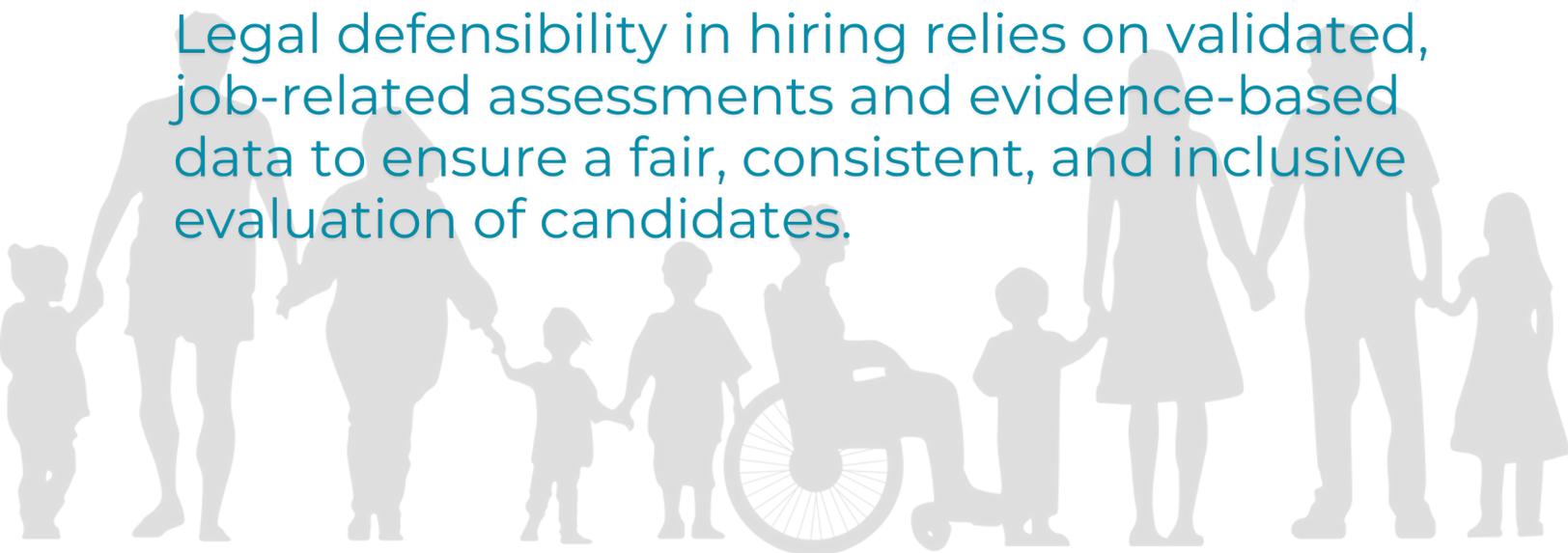


Validated assessments, built specifically for hiring, foster diversity by evaluating every candidate on consistent criteria. Scores are compared to dimensions of diversity and protected classes to ensure an inclusive and fair hiring process.



By having accurate, evidence-based information about candidates early in the hiring process, you'll understand their potential vulnerabilities and strengths – and can seek to better understand a candidate's potential to perform, live your culture, and stay.

Legal defensibility in hiring relies on validated, job-related assessments and evidence-based data to ensure a fair, consistent, and inclusive evaluation of candidates.



MYTH #4

I'M A BETTER JUDGE OF PERFORMANCE POTENTIAL THAN AN ASSESSMENT.

How many times have you interviewed *the perfect candidate*, hired them, only to realize they were a completely different person?

Something else we hear is: *The candidate I interviewed was not the candidate I hired.*
Why is this?



Assessments can improve efficiency and effectiveness by allowing you to confidently eliminate candidates before the interview.

While there will always be some degree of judgment and gut feel, assessments can complement intuition to make sure you are objective in your hiring decisions.

MYTH #5

MY APPLICANT POOL IS SO SMALL ASSESSMENTS AREN'T WORTH IT.

If your applicant pool is limited, assessments are still a powerful tool for examining strengths and vulnerabilities: setting your new employees up for success.



Assessments can help set your new employees up for success by providing awareness of their work style.



Even if you are choosing between two people - assessments can guide your decision and direct how you onboard and develop the person you hire

When you onboard new employees you're walking into the unknown. You've probably been astonished by what someone can accomplish so soon - and caught off guard by what causes (perhaps that same person) to struggle.



A validated assessment will forecast these challenges equipping you with a plan for action.

About Corvitus

Corvitus provides a range of innovative, science-based measurements and services that tie a company's culture and core values to talent processes. Corvitus solutions have enabled hundreds of companies to strengthen and scale their corporate cultures, and to identify, develop and retain those employees with the characteristics and capabilities essential for business success and customer satisfaction. For more information, visit www.corvitus.com or schedule a demo by using this link:

[Schedule time for us to connect.](#)