

**Selection Research and Design** EASI•Consult® designs customized assessment and selection processes built to fit the specific selection needs of your company. We can help you find the optimal solution by providing a highly flexible and customized process of developing selection solutions that are fine-tuned to your company. Whatever the need, we will sit down with you and help you design a solution that is not only valid and predictive but also cost and time effective.

**Typical steps in a customized assessment and selection project include:**

### ▲ Job Analysis/Competency Modeling

A company must first identify the job-related information that will be the basis for evaluating its selection candidates. Since EASI•Consult® is a leader in the field of competency modeling, we can help develop a model of valid and useful competencies that can be used to direct the development of assessment tools and selection decisions.

### ▲ Assessment design and data collection

Once the important job requirements have been identified and organized, we will help your company develop an assessment process that will provide valuable data to help guide selection decisions. The process will be closely tied to the job-related competency information identified in the initial phase of the project. Typical assessment solutions include: testing, structured interviews, supervisor assessments, technical skill assessments, assessment centers, and often, some combination of these. In addition, EASI•Consult® has successfully implemented highly efficient and time saving electronic assessment tools.

### ▲ Selection decision process

We will help you develop the most effective, valid, and legally defensible solution to make selection decisions using the assessment information gathered for candidates. This often includes developing data driven candidate profiles that make decisions easier and more objective. EASI•Consult® has designed systems for use with only a few key hires to those which allow companies to make hundreds of selection decisions in a matter of days.



### ▲ Technical documentation

In all of our selection solutions, we take great care to design a solution based on a strict, scientific validation approach. In doing so, we are able to ensure a high level of validity and legal defensibility of the selection solution. We also provide thorough technical reporting of all steps and details included in any selection project and, when appropriate, report results from adverse impact analysis. We pride ourselves on data accuracy. With each project, we take multiple steps to ensure the utmost quality of all data used to make selection decisions.