

# What you've always wanted to know about your applicants, but will not find out in the interview

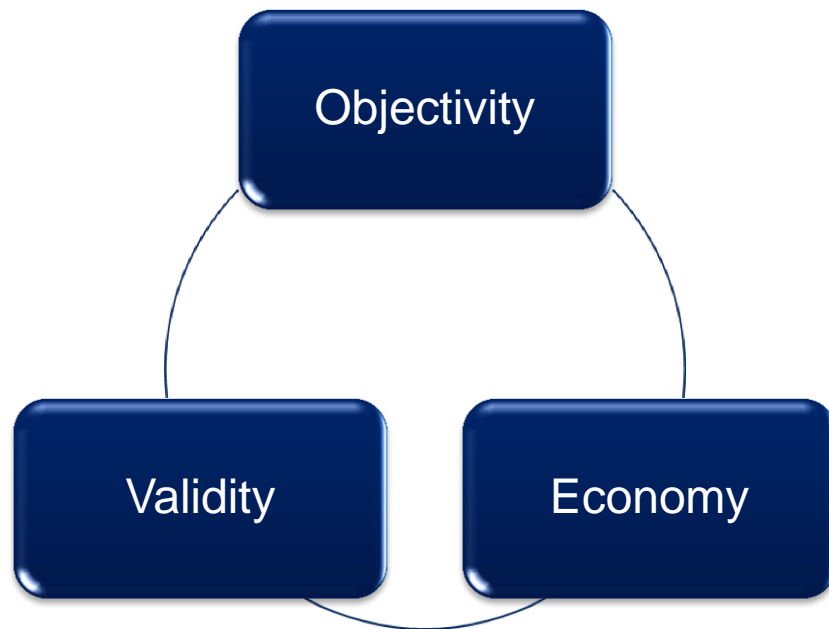
05.04.2013

## Classic job interview (1)

There are certain risks involved with the classic job interview

Executing mode: completely free → partly structured → fully structured

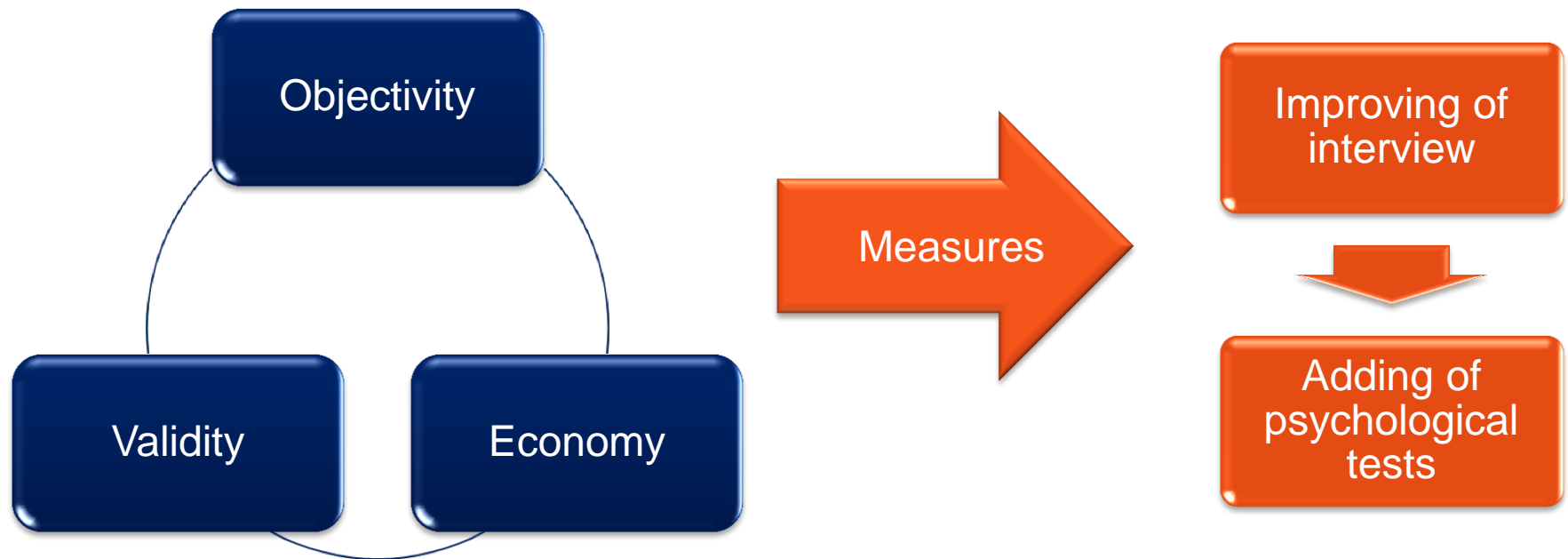
Widely spread and accepted



## Classic job interview (2)

These risks can be minimized

- Executing mode: completely free → partly structured → fully structured
- Widely spread and accepted



## Classic job interview (3)

In a first step, the interview can be optimized

Referring to requirements

Structured administration

Structured weighting and decision process

Several interviewers in case of low structuring

Improving of interview

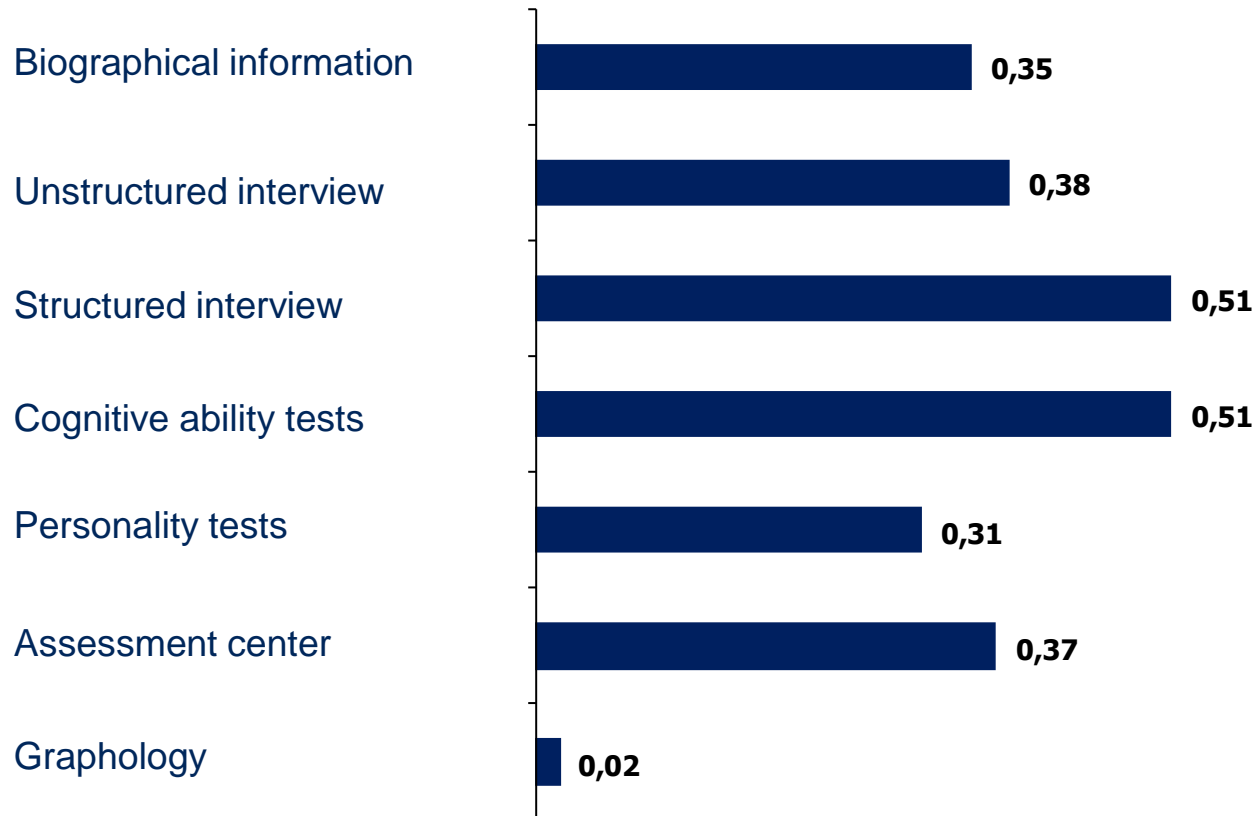


# Contents

1. Background: Classic job interview
2. Advantages of psychological tests
3. Key Factors HR

## Advantages of psychological tests

By comparison with other HR methods, ability tests and structured interviews are very good at predicting success




## Advantages of psychological tests (4)

The contribution of personality tests becomes visible with prior ability tests





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## Key Factors HR (1)

**Key-Factors are the most important performance and personality factors relevant for a successful professional career**

Cross-professional Key-Factors

Fundamental competencies without having to mention a concrete job profile

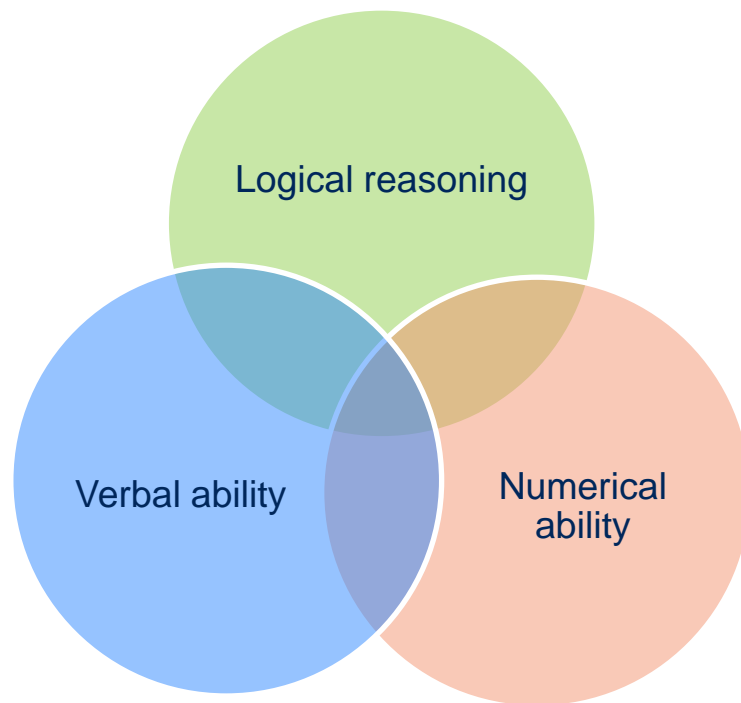
Use in candidate pre-selection or in combination with further tests and/or a structured interview



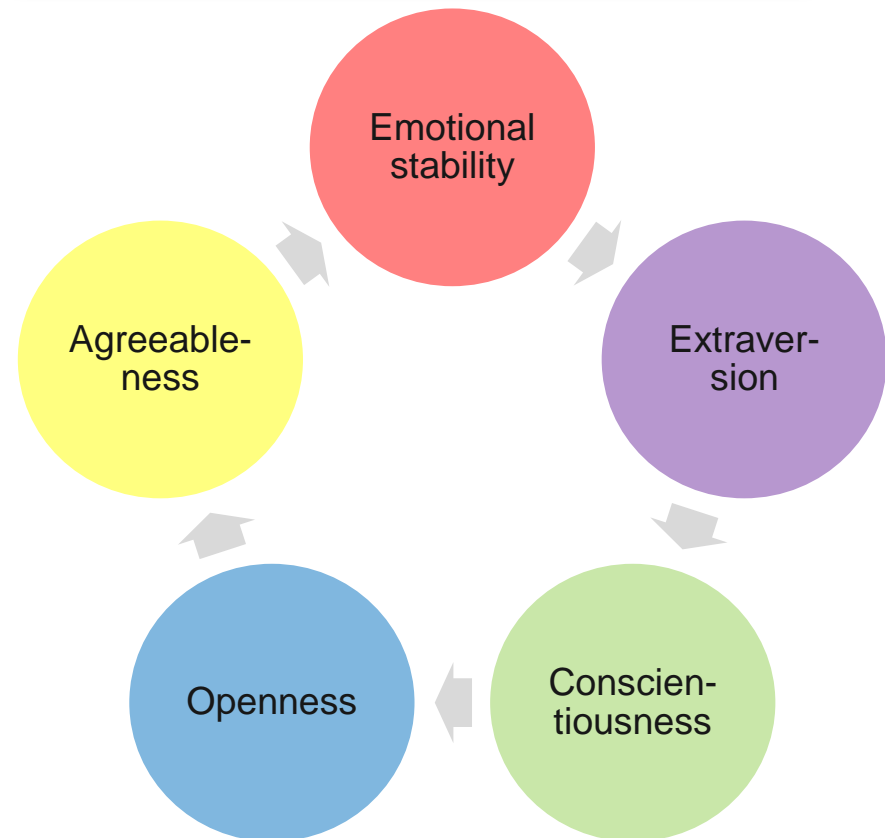
## Key Factors HR (2)

The selection of Key Factors refers to current models of psychological research

Cognitive ability  
CHC model



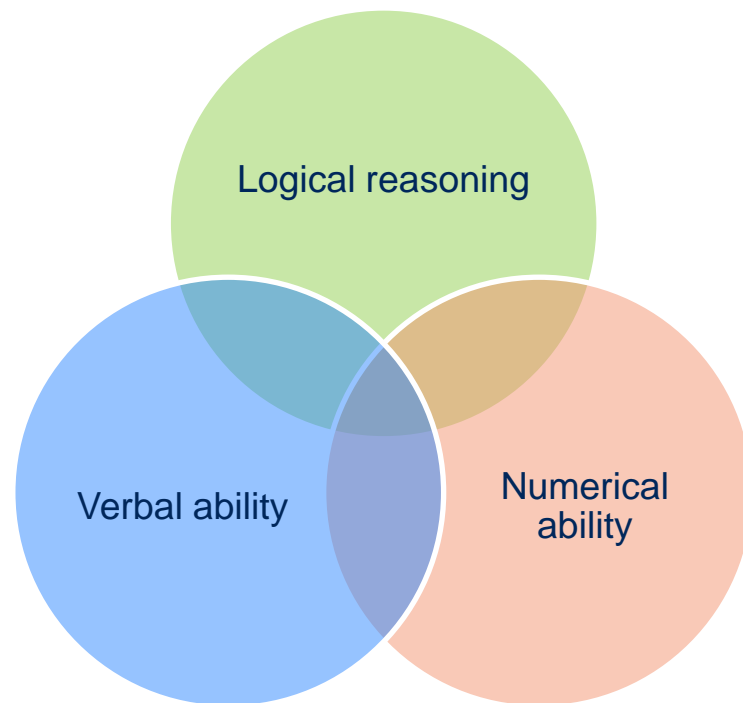
Work-related aspects of personality  
Big Five model



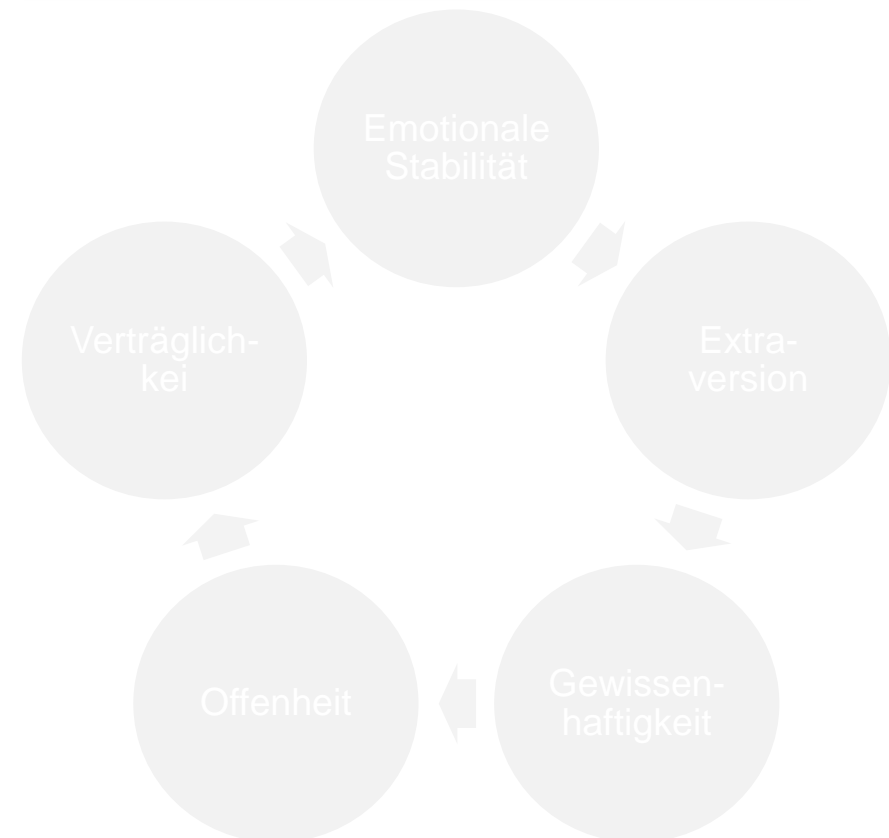
## Cognitive ability

Three cross-professional Key Factors that have been chosen are of particular interest for the HR sector.

Cognitive ability  
CHC model



Work-related aspects of personality  
Big Five model





# Logical reasoning

**Logical reasoning is the best predictor for success in the job**

The ability to recognize regularities and draw logical conclusions

→ Individuals with high scores find it easy to both acquire new knowledge and to integrate it into their everyday working life, as well as to transfer existing knowledge to new areas of application and new problem situations

= Cognitive potential; hardly influenceable by environment (hardly learnable)

Beispielaufgabe 1

Suchen Sie nun die richtige Figur.

○	◐	▮
◐	▮	○
▮	○	?

○	◐	▮	◊	◑	◒	▬	◻
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Ich weiß die Lösung nicht  Weiter

**Length: 15 min**

# Numerical ability

Numerical abilities describe the understanding of mathematical principles

The ability to understand basic mathematical principles and use them to solve practical problems.

→ Individuals with high scores are good at basic arithmetic and have a good feel for numbers.

= basic skills that are required in everyday working life and that form the basis for the acquisition of higher mathematical abilities

Anleitung...

Bei den folgenden Aufgaben sollen Sie herausfinden, welche Rechenoperationen (Additionen, Subtraktionen, Multiplikationen, Divisionen) eingesetzt werden müssen, damit die jeweils vorgegebene Rechnung stimmt.

Ein Beispiel:  $2 \square 1 \square 2 = 5$

Drücken Sie auf die grauen Kästchen, um die jeweiligen Rechenoperationen auszuwählen. Betätigen Sie „Weiter“, sobald sich die richtige Rechnung ergibt.

Length: 15 min



# Verbal ability

General education and vocabulary is tested in verbal abilities

Level of the individual's general education and the extent of their vocabulary

→ Individuals with good verbal ability can communicate well with business partners in various occupations and can apply their professional knowledge appropriately in concrete working situations.

= knowledge; influenced by the environment (can be learned)

Beispielaufgabe

Der Begriff **Wissen** weist am ehesten eine ähnliche Bedeutung auf wie der Begriff \_\_\_\_\_ .

Eignung  
 Kenntnis  
 Meinung  
 Kapazität

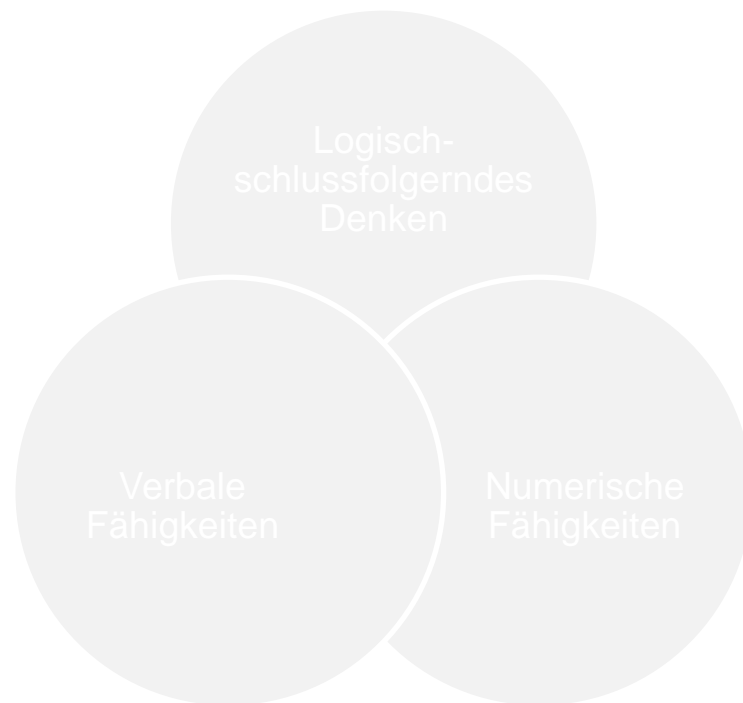
Zurück Weiter

Length: 10 min

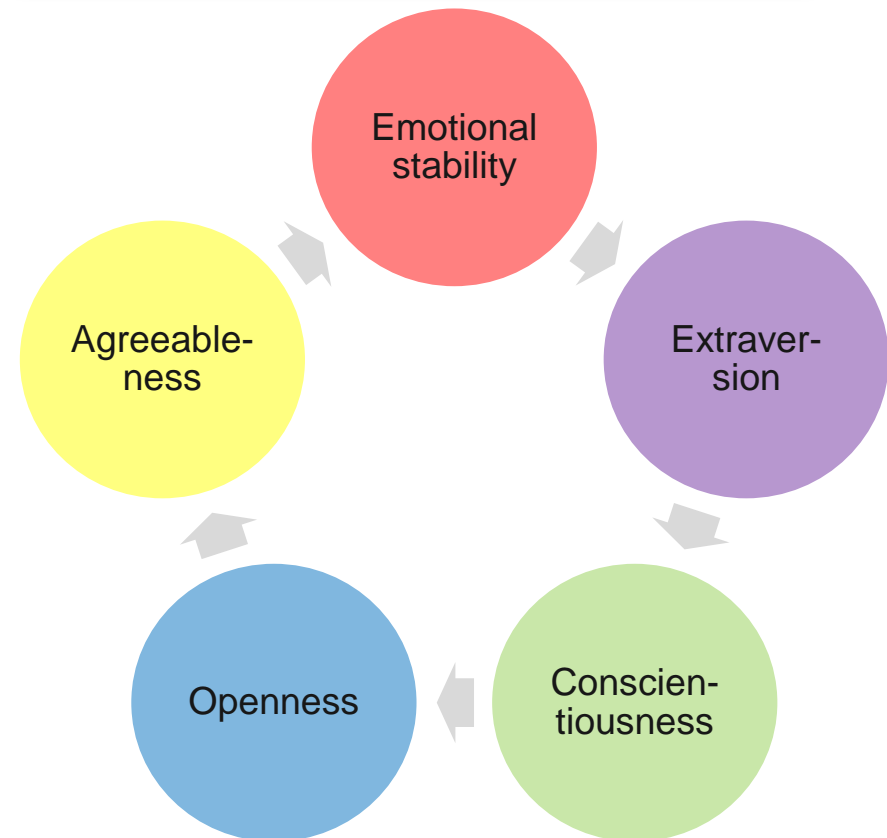
## Work-related aspects of personality (1)

In scientific personality psychology, the Big Five Personality Model has pushed through

Cognitive ability  
CHC model



Work-related aspects of personality  
Big Five model



## Work-related aspects of personality (2)

Work-related aspects of personality are recorded by analogy with the lexical approach through adjectives

Development of the Big Five model commenced in the 1930s with the lexical approach. Factor analysis of lists containing more than 18,000 terms yielded five stable, independent and largely culture-stable factors – the Big Five. These five factors have been repeatedly replicated by other authors in later studies.

Nr. 1 von 100

**selbstbeherrscht**

untypisch für mich

eher untypisch für mich

eher typisch für mich

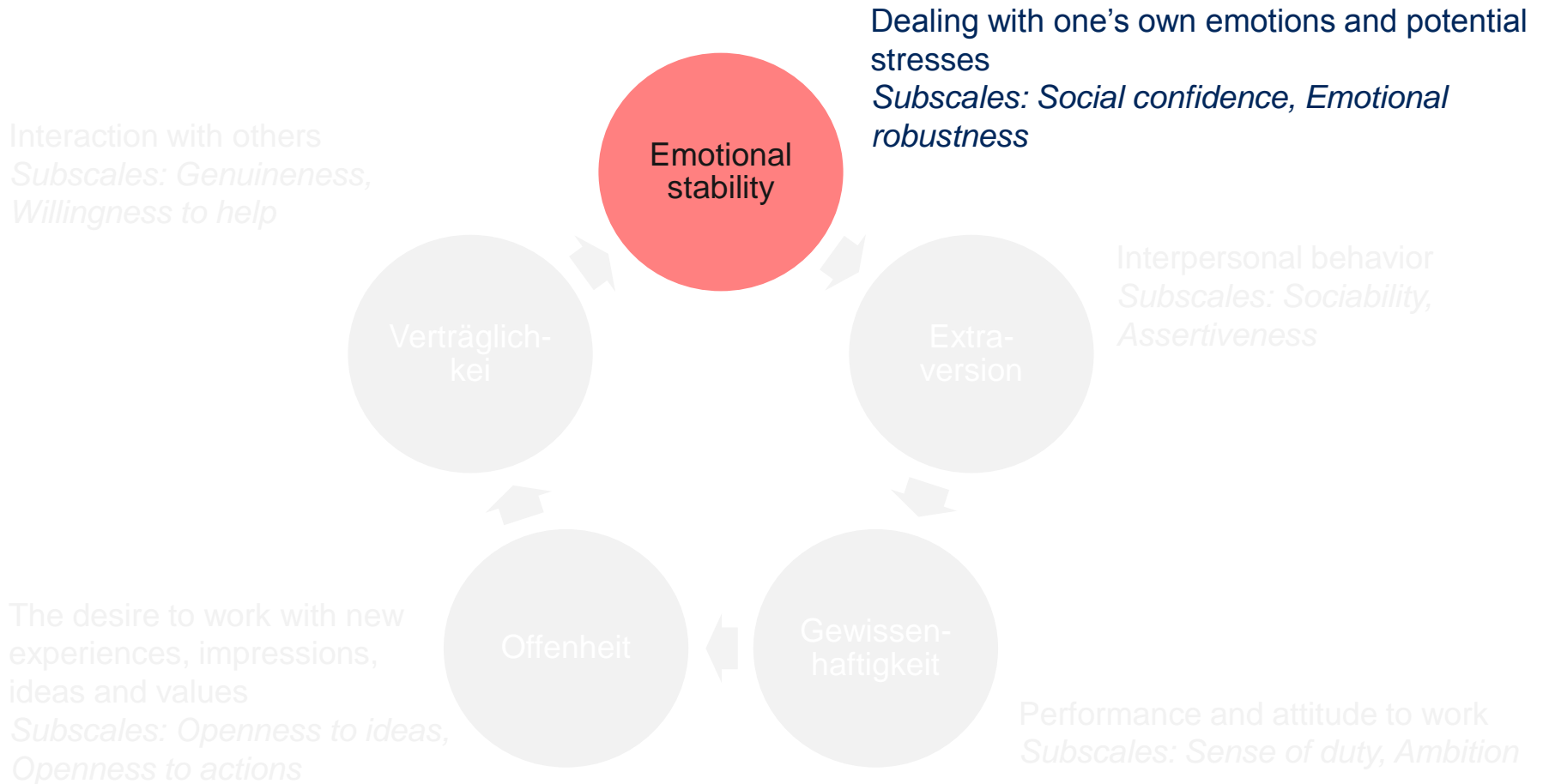
typisch für mich

Length: 10 min



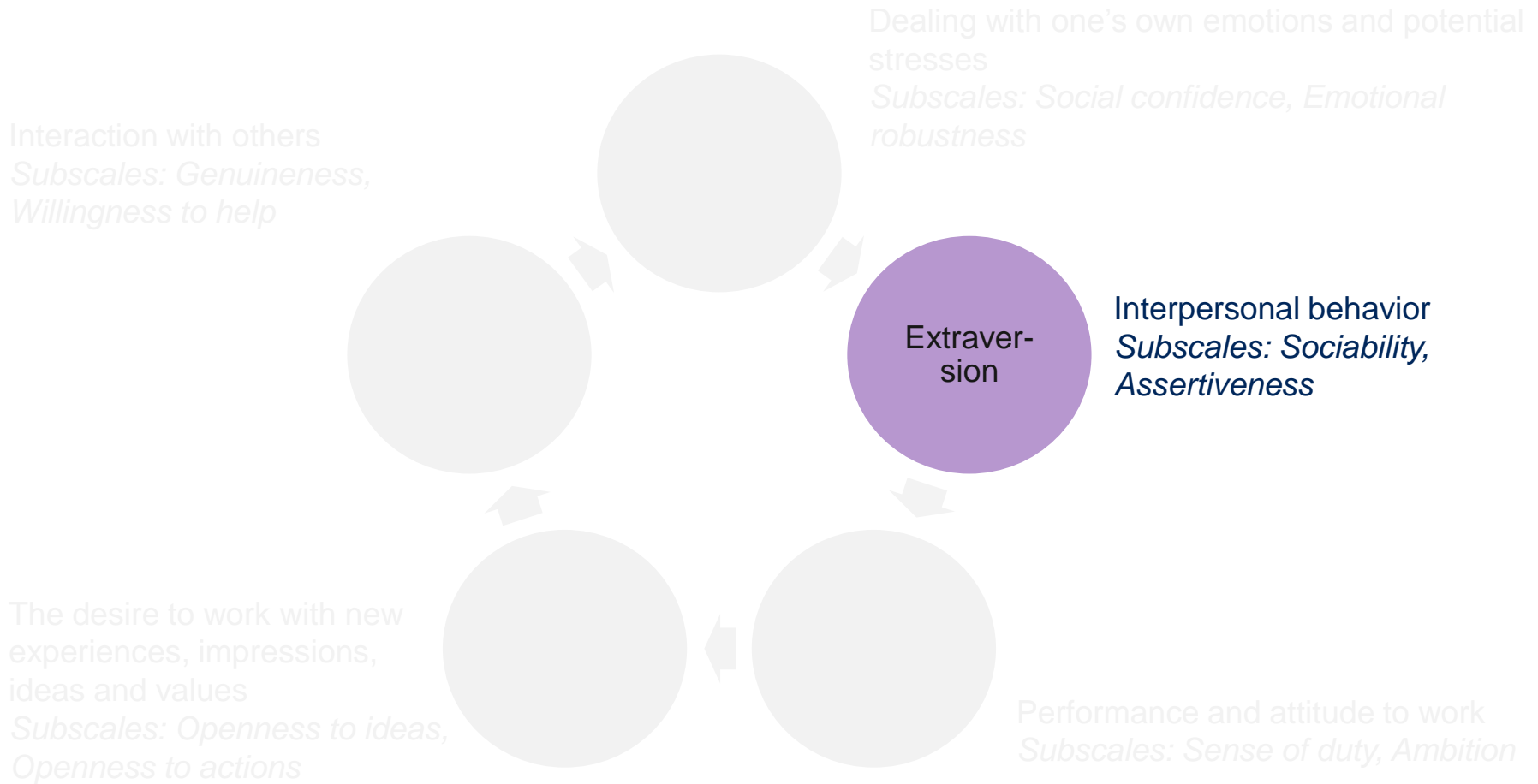
# Emotional stability

Emotional stability describes the handling of emotions



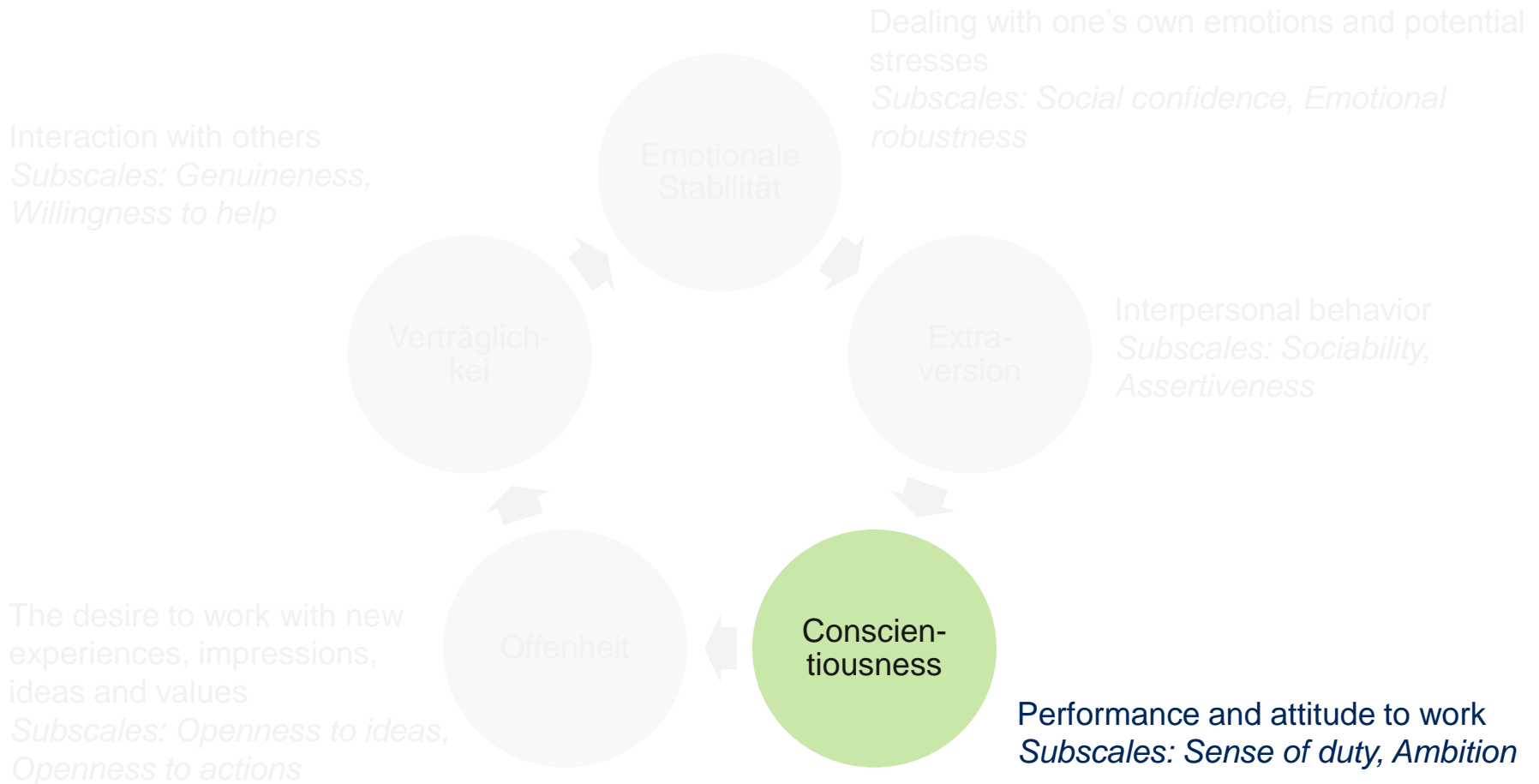
# Extraversion

**Extraversion describes interpersonal behavior**



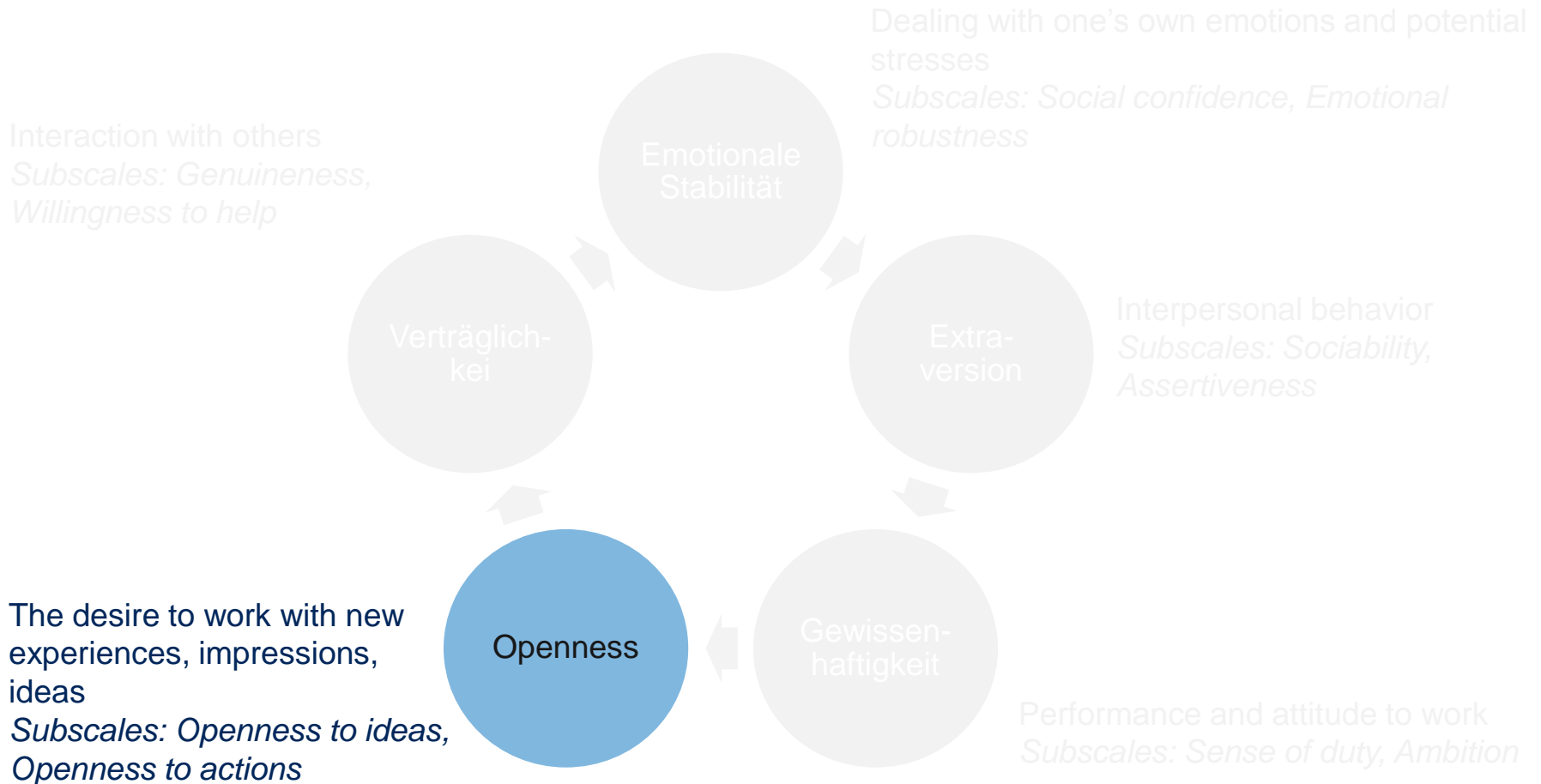
# Conscientiousness

**Conscientiousness is an aspect of individuals' behavior at work**



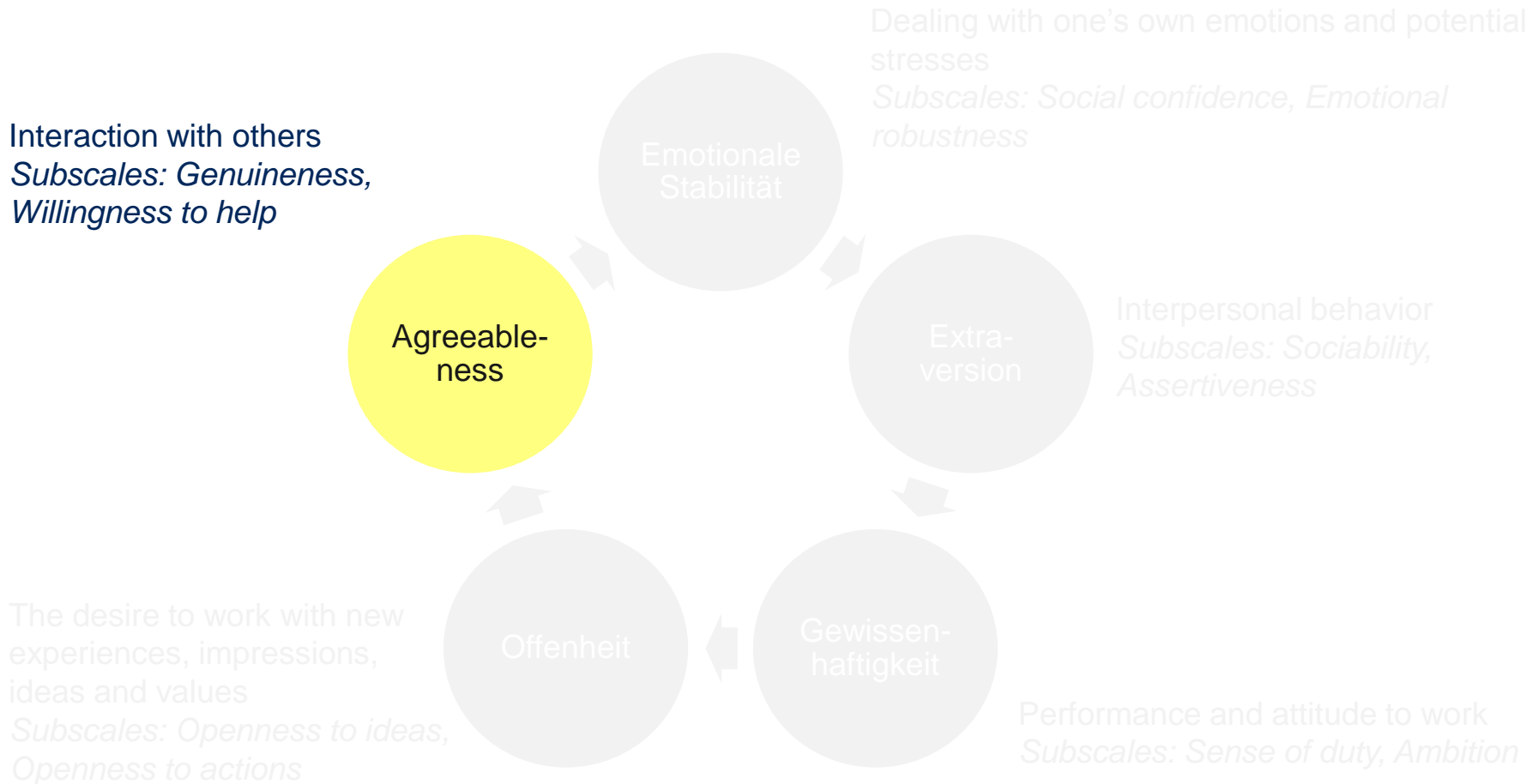
# Openness

Openness describes the need for new things

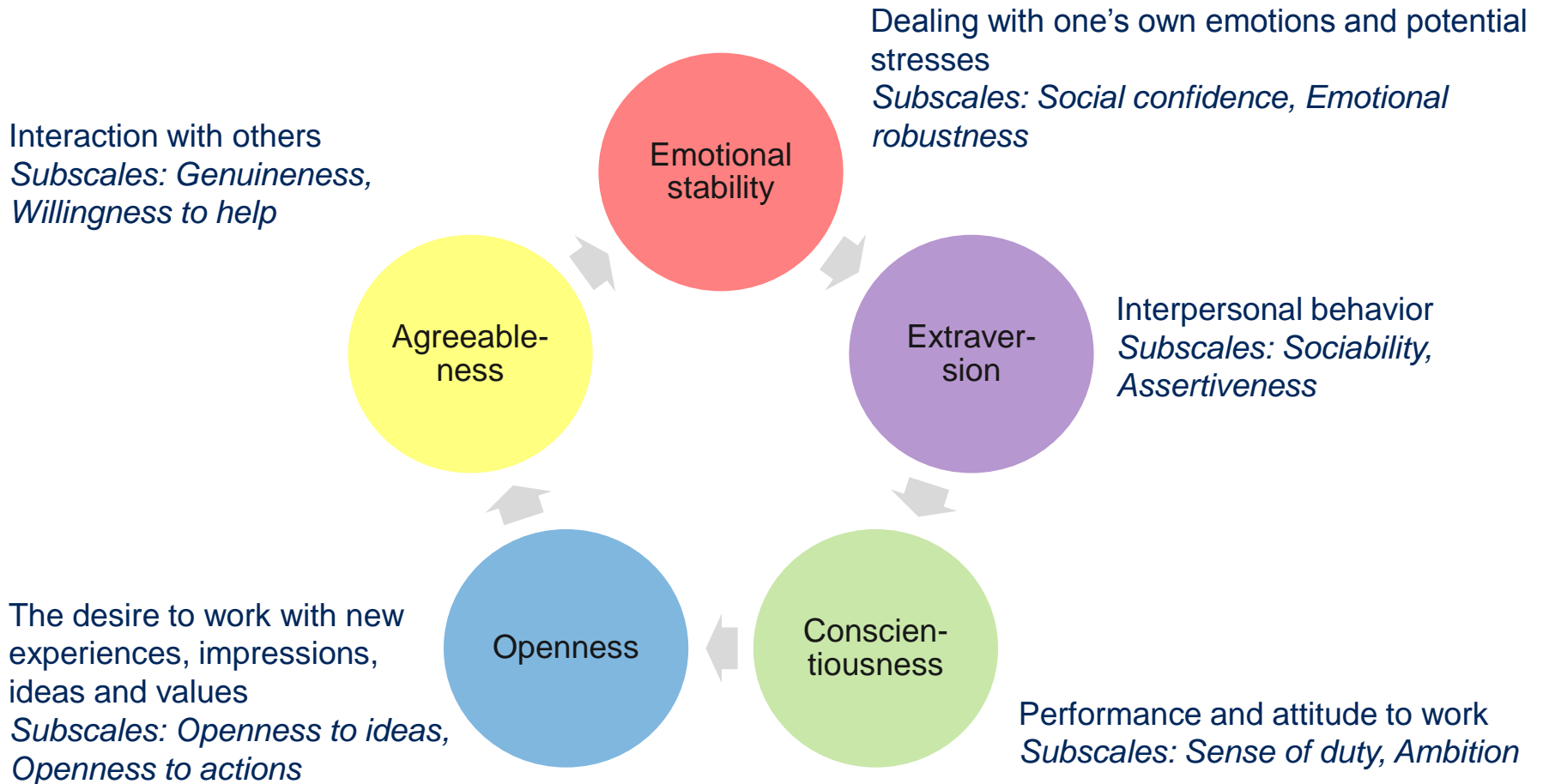


# Agreeableness

Agreeableness describes interpersonal contact



# Work-related aspects of personality



## Take Home Message

**A combination of ability tests, personality tests and structured interview is most effective**





**Thank you for your  
attention!**



# Contact Information

Marcel Berthold

Test & Training Consultant

SCHUHFRIED GmbH

2340 Mödling, Hyrtlstraße 45

A U S T R I A

Tel.: +43-2236-42315-49

Fax: +43-2236-46597

E-Mail: [berthold@schuhfried.at](mailto:berthold@schuhfried.at)

Homepage: [www.schuhfried.at](http://www.schuhfried.at)

Twitter: marcelberthold1

LinkedIn: Marcel Berthold