



Clarity
Talent Measurement



Clarity Test Catalog

This catalog highlights the behavioral, cognitive, and skills-based scales that form the foundation of our assessment design process. At Clarity, we work closely with our clients to create assessments that reflect the specific traits and abilities most relevant to their roles and work environments.

Whether you're building a fully customized test or selecting from our existing tools, this catalog provides a clear overview of the scales we use to measure what matters—helping you identify candidates with the greatest potential for success. Our goal is to make it easy, flexible, and collaborative to design the right assessment for your team.

www.ClarityTalentMeasurement.com

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INTRODUCTION

Clarity's Assessment Portfolio

Clarity Talent Measurement offers a low-cost and effective solution for increasing the accuracy of your hiring decisions. Through the use of our extensive library of professionally developed and validated tests, you have the option of selecting from our 'pre-assembled' batteries that have been built by our staff of I/O psychologists. These batteries measure job skills and behavioral characteristics associated with various job titles. Alternatively, you can create your test battery based on the specific needs of your organization. If you prefer, we can also craft a custom test battery for you. We are happy to accommodate your needs.

What is an Assessment?

An assessment, or test (the terms are used interchangeably throughout this catalog), is a standardized device used to measure an individual's skills, abilities, knowledge, competencies, intellectual capacity, personality characteristics, and/or interests. Professionally developed and validated assessments have been shown to be the best predictors of job performance when compared to other selection methods, such as job interviews, reference checks, experience, and academic achievement. In fact, tests have been found to be four times more effective than typical job interviews in predicting future job success!

Assessments can serve many purposes within today's highly competitive organizations. **Those organizations that hire and retain the best individuals will have a marked advantage over the competition, hence the use of pre-employment testing continues to increase.** According to Talent Board's recent Candidate Experience Research, 82 percent of companies are using some form of pre-employment assessment, and this percentage continues to grow year after year.

Why Should Companies Use Assessments?

The question should be, "How can companies afford not to use assessments?" The use of tests in business has a great deal of advantages over using the traditional job interview alone or other commonly used selection procedures. When you use tests to evaluate applicants, you are comparing "apples to apples." Tests ask the same questions of everyone. So you can compare each applicant on exactly the same skill sets, dispositions and behavioral characteristics. The use of tests affords the human resource professional the opportunity to ask a great deal of job-related questions in a relatively short amount of time, making tests much more efficient than any other hiring method. Tests allow you to predict behaviors that cannot be measured during the interview.

Appropriately developed tests do not ask biased or illegal questions. Tests allow the applicant's answers to be compared to the responses of hundreds or even thousands of other test takers that have taken the test under the same standardized conditions. **And maybe most importantly, professionally developed tests, like Clarity's, have been developed based on scientific research that shows they are, in fact, predictive of future job performance.** There are no other selection methods that can make all of these claims. When combined with the job interview, work history, reference checks and other screening methods, tests can significantly increase your ability to identify applicants who will succeed and be top performers within your organization.

PREBUILT ASSESSMENTS

Clarity Talent Measurement has prebuilt a wide number of assessments for jobs based on our understanding of the skills, abilities, and attitudes required for each position and organization. Our prebuilt exams are carefully designed to assess a range of factors and are customizable to some extent, helping to minimize the risk of hiring the wrong person. **All assessments offer online administration and give immediate score reports.**

Cognitive Assessments

When compared to other selection methods, professionally developed and validated cognitive tests have been proven to be **Four Times More Effective** than the typical job interview in predicting future job success.

<p>Elite Skills Profile is a general indicator of the individual's ability to perform the basic skills that underlie most entry-level through supervisory positions (i.e., math skills, attention to detail, grammar and basic writing ability).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Attention to detail ◆ Language Skills ◆ Math Skills ◆ Tables 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 80 questions ◆ Timed (30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Cognitive Profile is a general indicator of the individual's ability to effectively problem solve and to quickly grasp new concepts and strategies.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Logical Reasoning ◆ Verbal Reasoning 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ Multiple Versions Available ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions ◆ Job Fit Analysis ◆ IQ Equivalency Score
<p>Think One is a general indicator of an individual's ability to problem solve and learn. THINK ONE consists of 10 different types of graphically based cognitive questions, each assessing a different aspect of cognitive ability.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Data ◆ Focus ◆ Following Instruction ◆ Graphs ◆ Inductive Reasoning ◆ Maps ◆ Mathematical Reasoning ◆ Pattern Finding ◆ Spatial 3d Reasoning ◆ Visual Reasoning 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ Multiple Versions Available ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

<p>Work Aptitude is a general indicator of an individual's ability to solve work-related problems and to think clearly and logically in an efficient and effective manner. Individuals who score high on this test have been identified by their supervisors as employees who follow instructions and complete the task at hand with little supervision. These individuals are also able to learn new ideas/materials with ease.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Cognitive Ability 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 questions ◆ Timed (≈12 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions ◆ Job Fit Analysis ◆ IQ Equivalency Score
<p>Quick Screen assesses candidates on 3 critical job attributes in less than 10 minutes. If further screening is needed later in the application process, additional assessments can be administered for further insight.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Candidness ◆ Logical Reasoning ◆ Work Ethic 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 50 questions ◆ Some Timed Sections (≈10 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Mechanical Aptitude is a general indicator of an individual's knowledge of general mechanical concepts.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Electrical ◆ Measurement ◆ Physical Properties ◆ Spatial Reasoning ◆ Tools ◆ Mechanical Movements 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 questions ◆ Untimed (≈15 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

Personality

If the job calls for someone who can change duties easily on a regular basis, you need someone who is adaptable to change. If the job requires someone to be innovative and develop new ideas, you would want a creative, open-minded person. If the work group is in need of a strong leader, you should seek an applicant who is self-confident, achievement driven, assertive and is high on interpersonal skills. Achieving the perfect fit between the employee and job tasks or work group is directly related to personality assessment.

<p>Elite Adaptability Profile is a general indicator of the individual's ability to modify their behavior to meet the demands and challenges of a new or changing environment, event or situation.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Candidness ◆ Can-Do Attitude ◆ Creativity ◆ Flexibility ◆ Open Mindedness ◆ Problem Solving Interest ◆ Self Control ◆ Social Awareness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 52 questions ◆ Untimed (≈12 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Character Profile is a general indicator of the individual's ability to refrain from participating in counterproductive behaviors by being trustworthy, drug-free, non-violent and compliant. This battery is appropriate for most jobs.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Drug Free Attitudes ◆ Non-Violent Attitudes ◆ Rules Compliance ◆ Trustworthiness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 80 questions ◆ Untimed (≈18 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

<p>Elite Personality Profile is a general indicator of the individual's strength or weakness on ten personality dimensions generally perceived to be important for a wide range of occupations. The individual scale scores offer detailed insights with respect to the applicant's personality and potential job fit.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Flexibility ◆ Reliability ◆ Team Player ◆ Assertiveness ◆ Helping Disposition ◆ Self-Confidence ◆ Trustworthiness ◆ Candidness ◆ Leadership ◆ Stress Management 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 155 questions ◆ Untimed (≈32 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Innovation Profile is a general indicator of the individual's ability to be creative and open minded in their thought process. It also assesses the degree to which the individual has an interest in problem solving and has the initiative and dedication to carry out his or her ideas.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Initiative ◆ Problem Solving Interest ◆ Creativity ◆ Open Mindedness ◆ Dedication ◆ Optimism 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 75 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Positive Attitude Profile is a general indicator of the individual's ability to be optimistic, open-minded, show dedication in their work and to have an overall positive disposition.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Open Mindedness ◆ Dedication ◆ Optimism ◆ Initiative 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 40 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Grit Profile is a general indicator of the individual's ability to work hard and persevere even in the face of setbacks and to stay focused on set goals regardless of any interference they may encounter.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Goal Focus ◆ Candidness ◆ Self-Confidence ◆ Can-Do Attitude ◆ Work Ethic 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>OCEAN Profile is a general indicator of five (5) key universal personality dimensions. The Profile scores can be compared to specific job attributes requiring the dimensions assessed to ensure you are obtaining the best person/job fit.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Agreeableness ◆ Extraversion ◆ Candidness ◆ Non-Negativity ◆ Conscientiousness ◆ Openness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 55 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

<p>EQ Profile is a general indicator of an individual's ability to be optimistic, open-minded, show dedication in their work and to have an overall positive disposition.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Relationship Management ◆ Self-Awareness ◆ Social Awareness ◆ Self-Management 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 45 questions ◆ Untimed (≈10 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Quick Screen assesses candidates on 3 critical job attributes in less than 10 minutes. If further screening is needed later in the application process, additional assessments can be administered for further insight.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Candidness ◆ Logical Reasoning ◆ Work Ethic 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 50 questions ◆ Some Timing (≈10 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Integrity Profile is a general indicator of an individual's propensity to engage in counterproductive behaviors. Hiring untrustworthy, counterproductive, dangerous individuals can have tremendous implications for any organization. Integrity, moral character, conscientious and responsible behaviors are essential to the safety and success of any business. The Elite Integrity Profile helps identify those individuals who might be a potential risk to themselves or others.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Non-Violent Attitudes ◆ Rules Compliance ◆ Responsibility ◆ Trustworthiness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Business Profile helps organizations quickly identify those individuals who possess five critical behavioral characteristics that have been linked to the mental toughness, drive, preparation, teamwork and competitiveness necessary to succeed in today's competitive business environment.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Commitment ◆ Competitiveness ◆ Conscientiousness ◆ Control ◆ Cooperativeness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 51 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Athlete Profile helps to quickly identify those athletes who possess five critical behavioral characteristics that have been linked to athletic success and has been normed to an athlete population.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Commitment ◆ Competitiveness ◆ Conscientiousness ◆ Cooperativeness ◆ Control 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 51 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Remote Worker Profile identifies an individual's strength or weakness on eight personality dimensions found to be critical to succeed in a remote worker function.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Flexibility ◆ Goal Focus ◆ Good Citizen ◆ Open Mindedness ◆ Organization ◆ Self-Confidence ◆ Social Awareness ◆ Work Ethic 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 62 questions ◆ Untimed (≈18 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

Situational Judgment Tests

Situational Judgment tests present candidates with situations they normally encounter as part of their job duties. The candidate is then asked to choose the best action to take from various options. This type of assessment measures the candidate's ability to problem-solve and utilize judgment in their day-to-day activities and interactions.

<p>Situational Judgment Test - Manager consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing the manager function. The test provides an opportunity to objectively assess the management skills of job candidates. It was developed to identify those applicants best able to handle the daily challenges encountered by most managers and supervisors.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Delegation ◆ Communication ◆ Employee Relations ◆ Decision Making 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgment Test – Sales consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing the sales function. The test is a general indicator of the individual's ability to persuade prospects and existing customers to purchase specific products and/or services.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Listening Skills ◆ Customer Focus ◆ Sales Strategies ◆ Drive and Persistence 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgment Test – Service consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing in a service function. The test was developed to assist organizations in identifying those individuals who have a strong service orientation, meaning individuals who possess and demonstrate those skills necessary for providing excellent service.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Listening Skills ◆ Conscientiousness ◆ Service-Orientation ◆ Interpersonal Skills 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgment Test – Supervisor includes attitudinal, behavioral, and situational questions to evaluate a candidate's problem-solving and judgment abilities in a supervisory role.. The test is designed to help businesses succeed by identifying individuals with strong supervisory skills, as well as identifying potential areas for development among management staff.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Motivation ◆ Communication ◆ Team Orientation ◆ Conscientiousness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

<p>Situational Judgment Test – Teams consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment in team environments. The test is designed to help identify those individuals who are more likely to be productive in work environments where teamwork is critical for success.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Confidence ◆ Flexibility ◆ Team Spirit ◆ Trust 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgement test - Helpline consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgement while performing in a helpline service function. The test was developed to assist organizations in identifying those individuals who have a strong service orientation, meaning individuals who possess and demonstrate those skills necessary for provisioning excellent service.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Conscientiousness ◆ Interpersonal Skills ◆ Listening Skills ◆ Service-Orientation 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

Interests

Matching individuals with the right job or career significantly impacts both the employee and employer. It affects income, social status, family life, and overall satisfaction. For employers, it can lead to increased productivity, satisfaction, and retention. It reduces the cost of recruitment and training, improves culture, and contributes to success.

<p>Career Success Predictor assesses an individual's interests in terms of how they match the specific occupational environment they will be working in. Based on factor analytic research, psychologist J. L. Holland developed a six-factor model widely used today in career assessment. This model suggests there are six occupational environments and each is associated with a particular set of personal interests. This assessment identifies the occupational environment(s) the candidate is best suited for based on their interests.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Artistic ◆ Candidness ◆ Conventional ◆ Enterprising ◆ Investigative ◆ Realistic ◆ Social 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions ◆ Job Fit Analysis
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Office Skills

According to the US Bureau of Labor Statistics, information technology and computer occupation jobs are expected to grow at a much faster rate (12%) than most other occupations from 2018-2028. Computer skills are a basic requirement of most jobs and will be a growing need for tomorrow's workforce. **Scores for Basic, Intermediate and Advanced levels are provided for the exams below.**

<p>Computer Literacy Test focuses on a wide range of computer concepts ranging from computer security and an understanding of search engine and browser functions to a general knowledge of operating systems, networking and Microsoft Office applications.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Computer Terminology ◆ Browser ◆ Outlook ◆ Excel ◆ Search Engine ◆ Windows ◆ Networking ◆ Powerpoint ◆ Computer Security ◆ Mac Os ◆ Word 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 55 Questions ◆ 33 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question
<p>MS Excel Skills Test assesses an individual's skill related to Excel functions (Analysis, Editing, File Management, Formatting, Functions, Graphics and Tools and Automation).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Analysis ◆ Formatting ◆ Tools & Automation ◆ Editing ◆ Functions ◆ File Management ◆ Graphics 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 Questions ◆ 30 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question
<p>MS Word Skills Test assesses an individual's skill related to Word functions (Editing, File Management, Formatting, Printing, Tables & Graphics and Tools & Automation).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Editing ◆ Printing ◆ File Management ◆ Tables & Graphics ◆ Formatting ◆ Tools & Automation 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 Questions ◆ 30 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question
<p>MS Outlook Skills Test assesses an individual's skill by requiring them to perform critical Outlook functions (i.e., Calendar, Contacts, Folders, Mail, Tasks and Tools).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Calendar ◆ Mail ◆ Contacts ◆ Tasks ◆ Folders ◆ Tools 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 Questions ◆ 30 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question
<p>MS PowerPoint Skills Test assesses an individual's skill related to Power Point functions (Create a Presentation, Enhance a Presentation, File Management, Slide Show, Slide Sorter and Text & Graphics).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Create A Presentation ◆ Slide Show ◆ Enhance A Presentation ◆ Slide Sorter ◆ File Management ◆ Text & Graphics 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 Questions ◆ 30 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question

<p>MS Windows Skills Test assesses an individual's skill level in File Management and the general use of the Windows Operating System.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ File Management ◆ Using Windows 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 Questions ◆ 30 Minutes Timed ◆ Difficulty Level Scores ◆ Correct/Incorrect Questions ◆ Time Taken Per Question
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Industry Specific Assessments

Clarity recognizes that many industries require unique skill sets that cannot be measured by generic off-the-shelf assessments. In addition to our extensive "pre-built" assessment library and customizable options, we also offer industry-specific assessments to ensure the right skills are measured for specific job roles.

Banking

Research conducted by McKinsey & Company focusing on banking employee selection methods concluded that personality traits account for up to 20% variance in work performance. This means that hiring banking employees who have the personality characteristics needed to perform the job will result in a more productive work team. Furthermore, Mckinsey's research also found that instituting personality assessment into a bank's pre-hire process cut time-to-fill the position by half and reduced new hire turnover by 30 percent.

<p>Elite Banking Profile is a general indicator of the individual's ability to perform the basic functions of the most common banking positions (e.g., tellers, customer service). This battery is appropriate for most banking jobs involving customer service and the handling of money.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Attention To Detail ◆ Helping Disposition ◆ Team Player ◆ Candidness ◆ Reliability ◆ Trustworthiness ◆ Math Skills ◆ Stress Management 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 120 questions ◆ Some Timed Sections (≈33 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Staffing

Staffing agencies are judged by the quality of the candidates they recruit and place. Their reputation is the only competitive advantage they have over their competitors. Therefore, it is a business necessity that these agencies ensure the candidates they place have the critical skills to succeed in their new company role.

<p>Elite Staffing Profile is a general indicator of the individual's ability to perform basic skills required of most entry-level through supervisory jobs along with the ability to be hard working, responsible and trustworthy.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Attention To Detail ◆ Reliability ◆ Trustworthiness ◆ Candidness ◆ Responsibility ◆ Math Skills ◆ Rules Compliance 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 105 questions ◆ Untimed (≈15 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Healthcare

Due to the COVID-19 pandemic, the healthcare industry has become more crucial than ever. The US Bureau of Labor Statistics predicts that healthcare occupations will grow by 14% through 2028, surpassing the growth rate of all other occupations. This growth is estimated to create 1.9 million new jobs, highlighting the importance of the industry. Healthcare organizations need to ensure they screen for individuals with high service skills, who can apply them consistently and under pressure, to meet the demands of the current healthcare climate.

<p>Elite Care Profile is a general indicator of the individual's ability to engage in care-oriented behaviors across a wide range of care-focused environments (e.g., healthcare, long-term care, in-home care). The profile measures a wide range of characteristics that center around being kind and caring while exhibiting conscientious and compliant behaviors.</p> <p>Measures the Following:</p> <ul style="list-style-type: none">◆ Attention To Detail◆ Customer Care◆ Self-Control◆ Candidness◆ Good Citizen◆ Team Care◆ Can-Do Attitude◆ Kindness◆ Work Ethic	<p>Test Details</p> <ul style="list-style-type: none">◆ 100 questions◆ Timed Sections (≈20 min.)◆ Expected Behaviors◆ Follow-up Interview Questions◆ Management Suggestions
<p>Elite Healthcare Profile is a general indicator of the individual's ability to engage in service-oriented behaviors within the Healthcare environment. This profile is appropriate for healthcare professionals who interact with patients (e.g., nurses, doctors, therapists, healthcare technicians, etc.).</p> <p>Measures the Following:</p> <ul style="list-style-type: none">◆ Candidness◆ Stress Tolerance◆ Compassion◆ Team Player◆ Patient Relations	<p>Test Details</p> <ul style="list-style-type: none">◆ 45 questions◆ Untimed (≈34 minutes)◆ Expected Behaviors◆ Follow-up Interview Questions◆ Management Suggestions

Management & Supervision

When you hire an individual to manage or supervise others, it is critical to understand how that person can affect your company's future in a way no other single employee can. The right manager or supervisor will be a powerful role model whose leadership skills will inspire the entire team. He or she should be able to create an environment high in morale and possess the skill to motivate the staff to its highest level of production.

<p>Elite Business Profile helps organizations quickly identify those individuals who possess five critical behavioral characteristics that have been linked to the mental toughness, drive, preparation, teamwork and competitiveness necessary to succeed in today's competitive business environment.</p> <p>Measures the Following:</p> <ul style="list-style-type: none">◆ Candidness◆ Cooperativeness◆ Commitment◆ Control◆ Conscientiousness◆ Competitiveness	<p>Test Details</p> <ul style="list-style-type: none">◆ 51 questions◆ Untimed (≈15 min.)◆ Expected Behaviors◆ Follow-up Interview Questions◆ Management Suggestions
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<p>Elite Cognitive Profile is a general indicator of the individual's ability to effectively problem solve and to quickly grasp new concepts and strategies.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Logical Reasoning ◆ Verbal Reasoning 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 40 questions ◆ Timed (12 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions ◆ Job Fit Analysis ◆ IQ Equivalency Score
<p>Elite Manager Profile is a general indicator of the individual's ability to lead and manage others. Adding the Elite Cognitive Profile helps identify those who can also problem solve, learn and think quickly.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Assertiveness ◆ Candidness ◆ Leadership ◆ Self-Confidence ◆ Stress Management ◆ Supervision 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 95 questions ◆ Untimed (≈21 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Supervisor Profile is a general indicator of the individual's ability to mentor and supervise others. Adding the Elite Cognitive Profile helps identify those who have the ability to learn quickly and problem solve.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Helping Disposition ◆ Reliability ◆ Self-Confidence ◆ Supervision ◆ Team Player 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 80 questions ◆ Untimed (≈18 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Personality Profile is a general indicator of the individual's strength or weakness on ten personality dimensions generally perceived to be important for a wide range of occupations. The individual scale scores offer detailed insights with respect to the applicant's personality and potential job fit.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Assertiveness ◆ Candidness ◆ Flexibility ◆ Helping Disposition ◆ Leadership ◆ Reliability ◆ Self-Confidence ◆ Stress Management ◆ Team Player ◆ Trustworthiness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 155 questions ◆ Untimed (≈32 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgment Test - Manager consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing the manager function. The test provides an opportunity to objectively assess the management skills of job candidates. It was developed to identify those applicants best able to handle the daily challenges encountered by most managers and supervisors.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Communication ◆ Decision Making ◆ Delegation ◆ Employee Relations 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

<p>Situational Judgment Test Supervisor consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing the supervisory function. The test is designed to help businesses succeed by identifying those individuals with strong supervisory skills, as well as identifying potential areas for development among management staff.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Motivation ◆ Communication ◆ Team Orientation ◆ Conscientiousness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈ 25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Transportation

A recent report published by the National Highway Traffic Safety Administration indicates that truck driver accidents and deaths are at their highest levels in more than 30 years. Pedestrians killed in large trucking accidents also increased 13% over the previous year. And as stated by Federal Motor Carrier Safety Administration Regulations, companies may bear liability for any accident in which their drivers are at fault, including contractors. Driver attitudes towards safety and their innate dispositions with respect to being reliable, responsible and rules compliant are critical predictors of accident propensity.

<p>Elite Transportation Profile is a general indicator of the individual's ability to behave responsibly, be safety conscious and follow rules and procedures. This profile is ideal for drivers and warehouse packers and shippers.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Rules Compliance ◆ Reliability ◆ Safety ◆ Responsibility ◆ Trustworthiness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 105 questions ◆ Untimed (≈ 15 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Hospitality

The hospitality industry has the highest turnover rates of any sector, with the accommodation and food services industry experiencing a turnover rate of 86.3% in 2021, according to the Bureau of Labor Statistics (BLS) Job Openings and Labor Turnover report (JOLTS). The Harvard Business Review reports that high performing employees can deliver 400% more productivity than their average performing coworkers. It is therefore critical for businesses in the hospitality sector to pre-screen applicants on job relevant characteristics. Hiring the appropriate high-performing individuals will increase engagement, customer satisfaction and significantly reduce turnover.

<p>Elite Hospitality Profile is a general indicator of the individual's ability to perform the basic functions of entry-level, customer facing hospitality jobs (e.g., front desk personnel, bellhops, food servers, customer service).</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Math Skills ◆ Reliability ◆ Flexibility ◆ Reliability ◆ Rules Compliance ◆ Helping Disposition ◆ Responsibility ◆ Self-Confidence 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 75 questions ◆ Untimed (≈ 15 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Retail

The National Retail Federation reports that the average turnover rate in the retail industry is above 60%. Moreover, a global study of retail theft cited by the New York Times concluded that each dishonest retail employee averaged \$1,890 in theft to the company. Consequently, the success of any retail establishment is based on more than just healthy consumer sales. While superior customer relations skills are key to long lasting customers, hiring trustworthy employees who are the right fit with a strong work ethic is essential for any retail establishment to succeed.

<p>Elite Retail Profile is a general indicator of the individual's ability to perform the basic functions of entry-level retail jobs including cashier, stock and customer service personnel. If the job requires sales, additional sales-related scales can be incorporated.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Math Skills ◆ Responsibility ◆ Flexibility ◆ Reliability ◆ Trustworthiness ◆ Helping Disposition 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 80 questions ◆ Timed Sections (≈18 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
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Industrial/Manufacturing

According to Deloitte and the Manufacturing Institute, 89% of executives agree there is a growing talent shortage in the US manufacturing sector. Today, more than ever, it is critical to assess individuals seeking to work in industrial, manufacturing and warehouse settings to ensure they possess the essential skills needed to perform these jobs safely while being highly productive.

<p>Elite Industrial Profile is an indicator of an individual's ability to perform the basic skills that underlie most positions within a manufacturing or light industrial setting, such as basic math, assembly, and inspection. Other key characteristics assessed are safety, responsibility and reliable work habits.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Reliability ◆ Spatial 3d Reasoning ◆ Light Industrial Math ◆ Responsibility ◆ Inspection ◆ Safety 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 45 questions ◆ Untimed (≈34 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Safety Profile is a general indicator of the individual's ability to behave responsibly, be safety conscious and follow rules and procedures. This profile is ideal for jobs where safety is a top priority.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Rules Compliance ◆ Reliability ◆ Safety ◆ Responsibility 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈12 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Mechanical Aptitude Test is a general indicator of an individual's knowledge of general mechanical concepts</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Electrical ◆ Physical Properties ◆ Measurement ◆ Spatial Reasoning ◆ Mechanical Movements ◆ Tools 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 30 questions ◆ Untimed (≈15 minutes) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

Sales & Service

In today's business world, building strong customer relationships is crucial. Your employees need to be customer-focused with a helping disposition and strong selling skills. They must be able to persuade and convert prospects into loyal customers and cross-sell your company's products and services effectively. Properly caring for your customers is essential for your business's success.

<p>Elite Care Profile is a general indicator of the individual's ability to engage in care-oriented behaviors across a wide range of care-focused environments (e.g., healthcare, long-term care, in-home care). The profile measures a wide range of characteristics that center around being kind and caring while exhibiting conscientious and compliant behaviors.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Attention To Detail ◆ Customer Care ◆ Self-Control ◆ Candidness ◆ Good Citizen ◆ Team Care ◆ Can-Do Attitude ◆ Kindness ◆ Work Ethic 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 100 questions ◆ Timed Sections (≈20 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Service Profile is a general indicator of the individual's ability to engage in service-oriented behaviors as defined by the scales in this battery. This battery is appropriate for all jobs that require service-related interaction with prospects and/or customers.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Stress Management ◆ Helping Disposition ◆ Team Player ◆ Flexibility 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Sales Profile is a general indicator of the individual's ability to persuade prospects and existing customers to purchase specific products and/or services. This battery is appropriate for most sales-related jobs.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Stress Management ◆ Assertiveness ◆ Self-Confidence ◆ Candidness 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Sales Hunter Profile In the sales environment, the term "Hunter" refers to those who innately find and assess an opportunity within a prospect and then zero-in to meet their needs. The Sales Hunter Profile was developed to help organizations identify and hire these "Hunters."</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Extraversion ◆ Work Ethic ◆ Assertiveness ◆ Go-Getter Attitude ◆ Candidness ◆ Self-Confidence 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 85 questions ◆ Untimed (≈20 minutes) ◆ Follow-up interview questions ◆ Reliability check ◆ Management Suggestions

<p>Situational Judgment Test - Sales consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing the sales function. The test is a general indicator of the individual's ability to persuade prospects and existing customers to purchase specific products and/or services.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Listening Skills ◆ Customer Focus ◆ Sales Strategies ◆ Drive And Persistence 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Situational Judgment Test - Service consists of attitudinal, behavioral and situational questions aimed at assessing the candidate's ability to problem solve and use appropriate judgment while performing in a service function. The test was developed to assist organizations in identifying those individuals who have a strong service orientation, meaning individuals who possess and demonstrate those skills necessary for providing excellent service.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Listening Skills ◆ Conscientiousness ◆ Service-Orientation ◆ Interpersonal Skills 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 35 questions ◆ Untimed (≈25-30 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Call Center – Service Profile is a general indicator of the individual's ability to provide excellent customer service to customers within a call center environment.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Candidness ◆ Team Player ◆ Customer Relations ◆ Willingness To Help ◆ Stress Management 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 45 questions ◆ Untimed (≈12 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions
<p>Elite Call Center – Sales Profile is a general indicator of the individual's ability to persuade prospects and existing customers to purchase specific products and/or services within a call center environment.</p> <p>Measures the Following:</p> <ul style="list-style-type: none"> ◆ Achievement Drive ◆ Positive Attitude ◆ Service Ability ◆ Assertiveness ◆ Reliability ◆ Candidness ◆ Self Confidence 	<p>Test Details</p> <ul style="list-style-type: none"> ◆ 65 questions ◆ Untimed (≈ 15 min.) ◆ Expected Behaviors ◆ Follow-up Interview Questions ◆ Management Suggestions

Build Your Own

Clarity provides the option to “mix and match” from our comprehensive library of full-length and brief cognitive, personality, skills and/or interest scales to create a truly customized solution within your desired testing time frame. Create your test battery based on the job requirements and the specific needs of your organization. If you prefer, we are happy to craft a custom test battery for you at no additional cost. This “custom” approach ensures you are only testing for those traits and constructs that are relevant to the job, thereby increasing validity and reducing test administration time. **Each assessment can include up to ten scales at no extra cost.**

Each test description is associated with a number indicating either the time limit (for timed assessments) or average time required (for untimed assessments) to complete the test. This helps with planning and scheduling testing sessions and selecting appropriate tests that align with the available time frame. Tests with a specific time limit are designated with a "T," while tests that can be completed without any time constraints are designated with a "U."

Cognitive Assessments

A cognitive psychometric assessment is an evaluation used to measure an individual's cognitive abilities, such as their reasoning, problem-solving, and decision-making skills through a series of standardized tasks or questions. The results can provide insights into an individual's cognitive strengths and weaknesses and overall intellectual potential, and are commonly used in hiring, talent management, and educational settings.

Attention to Detail (T4) The degree to which the individual can quickly and accurately compare two strings of letters and/or numbers much like tasks that involve verifying information.

Mathematical and Logical Reasoning (T6) The degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems.

Verbal Reasoning (T6) The degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations.

Inspection (T4) The degree to which an individual can quickly and accurately find errors, defects, and/or dissimilarities when comparing two or more objects.

Language Skills (T5) The degree to which the individual can quickly and accurately identify errors in word usage, punctuation, spelling and capitalization.

Light Industrial Math (T11) The degree to which this individual has the ability to learn quickly, problem solve and understand basic mathematical concepts

MAT: Electrical (U2) The degree to which the individual has knowledge of basic electrical concepts.

MAT: Measurement (U2) The degree to which the individual has knowledge of basic measurement and mathematical concepts.

MAT: Mechanical Movement (U2) The degree to which the individual can conceptualize how moving one object might affect another.

MAT: Physical Properties (U2) The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.

MAT: Spatial Reasoning (U2) The degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.

MAT: Tools (U2) The degree to which the individual has basic knowledge of common tools.

Math Skills (T10) The degree to which the individual has a basic understanding of mathematical computation and concepts (e.g., making change, calculating percentages, applying discounts, basic addition, subtraction, division and multiplication). The ability to solve these types of problems has also been related to speed of learning and general problem solving skills.

Reading Comprehension (T5) The degree to which this individual has the ability to quickly read and comprehend written information.

Reasoning (T8) The degree to which the individual has the ability to learn quickly, solve problems, understand basic mathematical concepts and word relationships.

Spatial Reasoning (T10) The degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.

Tables (T10) The degree to which the individual can quickly and accurately refer to information presented in the form of a table and answer questions related to that information.

THiNK - Data Ordering
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to arrange things in a certain order according to specific instructions.

THiNK - Focus
Brief (U4), Standard (U4), Comprehensive (U7)
The degree to which the individual has the ability to concentrate on a visual task over a period of time without being distracted by extraneous information.

THiNK - Graphs
Brief (U4), Standard (U5), Comprehensive (U7)
The degree to which the individual has the ability to interpret business related graphs.

THiNK - Inductive Reasoning
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to combine available information to find relationships among seemingly unrelated things.

THiNK - Maps
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to follow instructions and utilize maps to navigate to a desired location.

THiNK - Mathematical Reasoning
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to identify the correct mathematical methods or formulas to solve a problem.

THiNK - Pattern Finding
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to identify a known pattern within distracting information.

THiNK - Spatial 3D Reasoning
Brief (U5), Standard (U7), Comprehensive (U10)
The degree to which the individual has the ability to look at a 3D diagram depicting disassembled parts and mentally rotate and assemble them to determine the finished product.

THiNK - Visual Reasoning
Brief (U4), Standard (U5), Comprehensive (U7)
The degree to which the individual has the ability to visually determine how the placement or movement of one object might affect another.

THiNK - Following Instructions
Brief (U4), Standard (U5), Comprehensive (U7)
The degree to which the individual has the ability to follow instructions or rules to arrive at specific conclusions.

THiNK ONE
Standard (U5), Comprehensive (U10)
The degree to which the individual has the ability to problem solve and learn quickly.

Interest Assessments

An interest psychometric assessment measures an individual's interests and preferences for different types of work or activities. It involves asking the test-taker to rate their level of interest in various tasks or work environments, providing insight into potential career paths and personal development. These assessments are commonly used in career counseling, human resources, and self-awareness programs, and are often combined with other assessments to provide a comprehensive evaluation of an individual's potential and suitability for a role or career path.

Artistic (U1) The degree to which the individual enjoys or has an interest in working with and through various media to express themselves.

Conventional (U1) The degree to which the individual enjoys or has an interest in working with numbers, comparing and/or proofing information, and working with office equipment. They enjoy a structured environment with specific tasks to be accomplished. It requires attention to detail and speed and accuracy when performing perceptual tasks.

Enterprising (U1) The degree to which the individual enjoys or has an interest in coordinating the work of others to accomplish specific goals. They generally enjoy controlling and influencing. They enjoy the hierarchical work structures that are usually associated with large organizations.

Investigative (U1) The degree to which the individual enjoys or has an interest in working in most scientific professions (e.g., physicians, biologists, laboratory technicians, researchers). They enjoy analytical and problem solving tasks. They tend to have a hunger for knowledge. The emphasis is on ideas rather than people.

Proficiency in mathematics and statistics usually accompanies this interest.

Realistic (U1) The degree to which the individual enjoys or has an interest in working in jobs that require manual or physical activities. They tend to enjoy working with tools, equipment or machines and working with things rather than people. These individuals may have a preference for working outdoors.

Social (U2) The degree to which the individual enjoys or has an interest in working with people as opposed to things. They enjoy helping, teaching or providing service to others. They are all about warmth and nurturance.

Personality Assessments

A personality psychometric assessment is an evaluation used to measure an individual's personality traits, tendencies, and behavioral patterns through a series of questions or statements. The results can be used to identify strengths and weaknesses and assess suitability for a particular job or work environment, and are commonly used in hiring, talent management, and personal development programs.

Achievement Drive (U1)

Brief (U1), Standard (U3)

The degree to which the individual is likely to be competitive and driven to be the best. This characteristic is important for jobs where the attainment of established goals and benchmarks are important (e.g., sales jobs). It is also important for jobs where there may be competition within departments or between coworkers and positions where the individual is expected to grow and advance to higher levels within the organization.

Assertiveness

Brief (U1), Standard (U3)

The degree to which the individual is likely to assert themselves, speak their mind and enjoy taking control or the lead in group situations.

C5 Business: Commitment (U3) The degree to which the individual is mentally tough, has the internal drive to be the best, exhibits a winning attitude and is willing to do what it takes to succeed.

C5 Business: Competitiveness (U1)

The degree to which the individual values winning. The degree to which the individual is not easily satisfied and feels that winning or being the best means everything.

C5 Business: Conscientiousness (U3) The degree to which the individual can be counted on to be timely and reliable. The degree to which the individual thinks things through, is organized, responsible and achievement driven.

C5 Business: Control (U1) The degree to which the individual feels they are in control during tough situations, is self confident and is not afraid of high pressure situations.

C5 Business: Cooperativeness (U1) The degree to which the individual is a team player, is willing to sacrifice self for the good of the team, trusts those around them, does not engage in conflict with team members or management.

C5: Athlete Commitment (U3) The degree to which the athlete pushes themselves to the absolute limit, is mentally tough, prepares for competition, has the internal drive to be the best, exhibits a winning attitude and is willing to risk it all to win.

C5: Athlete Competitiveness (U1) The degree to which the athlete values winning. The degree to which the athlete is not easily satisfied and feels that winning or being the best means everything.

C5: Athlete Conscientiousness (U3) The degree to which the athlete can be counted on to attend practices and meetings as scheduled. The degree to which the athlete thinks things through, is organized, responsible and achievement driven.

C5: Athlete Control (U1) The degree to which the athlete feels they are in control during tough competitions, is self confident and is not afraid of high pressure situations.

C5: Athlete Cooperativeness (U1) The degree to which the athlete is a team player, is willing to sacrifice self for the good of the team, trusts those around them and does not engage in conflict with team members or coaching staff.

Call Center (Sales) Achievement Drive (U2) The degree to which the individual is motivated, has a strong desire to meet their sales goals and has a desire to be the best.

Call Center (Sales) Assertiveness (U2) The degree to which the individual can lead a conversation, is able to maintain control of the interaction. Enjoys taking a leadership role.

Call Center (Sales) Positive Attitude (U2) The degree to which the individual has a positive outlook and can bounce back from negative outcomes quickly. Is open to change and is flexible.

Call Center (Sales) Reliability (U2) The degree to which the individual can be counted on to get the job done, is organized, punctual and dependable.

Call Center (Sales) Self Confidence (U2) The degree to which the individual believes in self, is not bothered by rejection and is confident in their decision making.

Call Center (Sales) Service Ability (U2) The degree to which the individual is service oriented and enjoys socializing and helping others with a smile.

Call Center (Service) Customer Relations (U6) The degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills when interacting with customers.

Call Center (Service) Stress Management (U2) The degree to which the individual is likely to demonstrate patience and calmness during times of conflict and pressure at work.

Call Center (Service) Team Player (U2) The degree to which the individual is likely to cooperate in all aspects of their work relationships including working in harmony with others to achieve a common goal.

Call Center (Service) Willingness to Help (U2) The degree to which the individual is service-oriented and is likely to go out of their way to help customers.

Can-Do Attitude

Brief (U1), Standard (U1), Comprehensive (U2)
The degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

Creativity

Brief (U1), Standard (U3)
The degree to which the individual is inventive and creative in their thoughts and ideas.

Customer Care (U3) The degree to which the individual is friendly, service oriented and builds customer relationships. They are likely to go out of their way to assist customers.

Dedication (U1) The degree to which the individual is a hard worker. Takes pride in the quality of their work and believes that hard work leads to success.

Drug Free Attitudes (U3) The degree to which the individual is likely to be free of illegal drug use related problems that will affect their work.

Energy (U3) The degree to which an individual is likely to demonstrate energy, passion and vitality throughout the workday.

Extraversion (U3) The degree to which the individual is likely to be outgoing, sociable and assertive in their interactions.

Flexibility

Brief (U1), Standard (U3)

The degree to which the individual is likely to be able to adapt to change and is more open minded than stubborn.

Go-Getter Attitude (U2) The degree to which the individual is dedicated, shows initiative, has a positive demeanor and exhibits independence.

Goal Focus (U2) The degree to which the individual is able to focus on long-term goals regardless of distractions or obstacles that may be encountered.

Good Citizen (U2) The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.

Healthcare - Compassion (U2) The degree to which the individual is caring and is likely to go out of their way to assist patients.

Healthcare - Patient Relations (U2) The degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills when interacting with patients.

Healthcare - Stress Tolerance (U2) The degree to which the individual is likely to demonstrate patience and calmness during times of conflict and pressure at work.

Healthcare - Team Player (U2) The degree to which the individual is likely to cooperate in all aspects of their work relationships including working in harmony with others to achieve a common goal.

Helping Disposition (U3) The degree to which an individual is friendly and is likely to go out of his or her way to assist or help customers and/or co-workers.

Influence (U1) The degree to which the individual enjoys the art of persuasion and has the ability to influence and lead others.

Initiative (U2) The degree to which the individual attempts to solve problems instead of avoiding them. Is not afraid to be the first to try something new. Always looks for ways to better self. Actively participates in work projects or meetings instead of sitting back and watching.

Interpersonal Skills

Brief (U1), Standard (U2)

The degree to which the individual is friendly, people-oriented and exhibits excellent interpersonal skills.

Kindness (U2) The degree to which the individual is caring, empathetic and generous towards others.

Leadership

Brief (U1), Standard (U3)

The degree to which the individual has the necessary interest, ability and disposition necessary to perform in a leadership capacity.

Non-Violent Attitudes (U3) The degree to which the individual is likely to respect others and not engage in aggressive workplace behaviors such as intentionally damaging company property or resorting to physical or verbal threats.

BIG 5: Agreeableness (U2) The degree to which the individual is eager to help others, is sympathetic, and believes that others will do the same. Low scores indicate a willingness to fight for one's own interests, skepticism and a critical nature.

BIG 5: Conscientiousness (U2) The degree to which the individual is strong willed, acts with purpose and determination. Is precise, punctual and reliable. Very high scores may be associated with being a workaholic, and overly neat. Low scores are associated with being less organized, less exacting in their work and more relaxed in working towards their goals.

BIG 5: Extraversion (U2) The degree to which the individual is sociable, likes people, and enjoys large gatherings. Tends to be assertive, talkative, active and cheerful. Low scores indicate someone who is reserved, independent, even-paced.

BIG 5: Non-Negativity (U2) The degree to which the individual is emotionally stable, calm, can manage stress and has a positive outlook. Low scores indicate less ability to control impulses, worrying behaviors and a pessimistic outlook.

BIG 5: Openness (U2) The degree to which the individual is curious, willing to try new things, is a creative thinker. Low scores indicate conventional behavior, a conservative outlook and a preference for the familiar.

Open Mindedness

Brief (U1), Standard (U2)

The degree to which the individual is willing to learn from others and from their own mistakes. Is not stubborn. Listens to the needs and advice of others. Is open to new ideas and concepts.

Optimism (U3) The degree to which the individual consistently approaches work duties and projects with a positive attitude. Is always optimistic. Seldom worries and always exhibits a positive demeanor.

Organization

Brief (U1), Standard (U2)

The degree to which the individual is organized, structured and thoughtful about their work.

Patience (U1) The degree to which the individual remains calm and demonstrates patience when dealing with potentially frustrating situations.

Planning (U3) The degree to which the individual establishes schedules, routines and plans ahead rather than working in a more spontaneous manner.

Problem Solving Interest

Standard (U3), Comprehensive (U3)

The degree to which the individual enjoys working on mentally challenging tasks, enjoys problem solving and utilizes creative thinking when engaged in problem solving activities.

Relationship Management (U2) The degree to which the individual is likely to manage relationships effectively. The degree to which they are team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.

Reliability

Brief (U1), Standard (U3)

The degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work.

Responsibility

Standard (U1), Comprehensive (U3)

The degree to which the individual is likely to be dependable, stable, takes responsibility for their actions and as a result, is not likely to have attendance problems.

Rules Compliance

Standard (U1), Comprehensive (U3)

The degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management.

Safety

Standard (U1), Comprehensive (U3)

The degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents.

Self Confidence

Brief (U1), Standard (U1), Comprehensive (U3)

The degree to which the individual is likely to be self assured, is not overly affected by what others think of them, and is confident in their decisions and actions.

Self Control

Brief (U1), Standard (U1), Comprehensive (U2)

The degree to which the individual remains calm and in control during stressful, high pressure situations.

Self-Awareness (U2) The degree to which the individual is self confident and feels secure of self. The degree to which they use this demeanor to remain calm and cool under pressure.

Self-Management (U2) The degree to which the individual manages self properly. The degree to which they are likely to be hardworking, reliable, organized and plans ahead.

Service (U2) The degree to which the individual is service-oriented and is likely to go out of their way to help customers.

Social Awareness

Standard (U1), Comprehensive (U2)

The degree to which the individual is caring, empathetic, service oriented and vigilant of other's needs.

Stress Management

Standard (U1), Comprehensive (U3)

The degree to which the individual is likely to demonstrate patience and stress tolerance during challenging work-related situations.

Supervision (U3) The degree to which the individual has the ability and disposition to motivate others, relate well to employees, create a sense of unity among staff, and maintain high levels of employee satisfaction.

Team Care

Standard (U1), Comprehensive (U2)

The degree to which the individual is likely to be flexible and compromising in all aspects of his or her work relationships, including working cooperatively with coworkers and customers.

Team Player (U3) The degree to which the individual is likely to cooperate in all aspects of their work relationships including working in harmony with others to achieve a common goal.

Technical Interest (U2) The degree to which the individual enjoys learning about technological advances and working on problems and job tasks that involve technology.

Trustworthiness (U3) The degree to which the individual is likely to be honest and trusting of others.

Work Ethic (U2) The degree to which the individual is likely to be hardworking, reliable, dedicated and punctual. He/she is conscientious, organized and plans ahead.

Situational Judgment Assessments

A situational judgment psychometric assessment is a test used to evaluate an individual's ability to make effective decisions in work-related scenarios by presenting them with hypothetical situations and asking them to choose the best course of action from a set of options. It aims to assess decision-making skills and overall suitability for a specific job role.

Manager: Communication (U6) The degree to which the individual communicates effectively with staff and coworkers. The degree to which they actively listen and express ideas and concepts clearly and as necessary.

Manager: Decision Making (U5) The degree to which the individual makes decisions based on facts and not on impulse. The degree to which they are fair and just in their decision-making process.

Manager: Delegation (U5) The degree to which the individual delegates work projects as appropriate. The degree to which they let staff perform independently without unnecessary supervision.

Manager: Employee Relations (U8) The degree to which the individual promotes positive working relationships with staff and handles employee issues responsibly and effectively while gaining employee trust and respect.

Sales - Customer Focus (U6) The degree to which the individual puts the customer's needs ahead of their own needs. The degree to which they are customer service-oriented and enjoy interacting with customers.

Sales - Drive and Persistence (U3) The degree to which the individual is motivated to overcome resistance during their sales efforts. The degree to which they are driven to perform and strive to be the best.

Sales - Listening Skills (U5) The degree to which the individual is open to learning new experiences. The degree to which they listen to the needs of others and use listening skills to guide sales strategies.

Sales - Sales Strategies (U3) The degree to which the individual engages in appropriate sales-oriented behaviors throughout the sales process. For example, establishes realistic expectations, stays organized, addresses prospect concerns and keeps appointments organized.

Service - Helpline: Conscientiousness (U4) The degree to which the candidate thinks things through, is organized and reliable. The degree to which they are able to make decisions based on careful thought rather than impulse.

Service - Helpline: Interpersonal Skills (U3) The degree to which the candidate is friendly, people-oriented and exhibits excellent interpersonal skills when interacting with others.

Service - Helpline: Listening Skills (U3) The degree to which the candidate focuses on the needs of the customer during interactions. The degree to which they listen carefully to the individual's needs and attempt to fulfill those needs.

Service - Helpline: Service-Oriented (U4) The degree to which the candidate is customer focused and is likely to go out of their way to help the customer. The ability to remain service-oriented even during difficult customer situations.

Service: Conscientiousness (U4) The degree to which the candidate thinks things through, is organized and reliable. The degree to which they are able to make decisions based on careful thought rather than impulse.

Service: Interpersonal Skills (U3) The degree to which the candidate is friendly, people-oriented and exhibits excellent interpersonal skills when interacting with others.

Service: Listening Skills (U3) The degree to which the candidate focuses on the needs of the customer during interactions. The degree to which they listen carefully to the individual's needs and attempts to fulfill those needs.

Service: Service-Oriented (U4) The degree to which the candidate is customer focused and is likely to go out of their way to help the customer. The ability to remain service-oriented even during difficult customer situations.

Supervisor - Communication (U4) The degree to which the candidate values communication with their employees. The degree to which they take the initiative to communicate important matters to their staff and is sympathetic to their needs.

Supervisor - Conscientiousness (U5) The degree to which the candidate is organized, hard working and dependable. The degree to which they think things through rather than making decisions based on impulse.

Supervisor - Motivation (U3) The degree to which the candidate uses effective motivation strategies with their staff. The degree to which the candidate values and utilizes praise and reinforcement as motivators for top performance.

Supervisor - Team Orientation (U2) The degree to which the candidate is able to instill a team spirit among staff members. The degree to which they are able to get along with all staff members, are easy-going and flexible.

Team: Confidence (U5) The degree to which the candidate, although engaged in team interactions, is likely to be self-assured, is not overly affected by what others think of him or her, and is confident in his or her decisions and actions.

Team: Flexibility (U5) The degree to which the candidate is likely to be flexible and open to change. The degree to which they are more open-minded than stubborn, making it possible to compromise when appropriate.

Team: Team Spirit (U8) The degree to which the candidate is likely to be a team player and cooperate in all aspects of his or her work relationships, including working in harmony with others to achieve a common goal.

Team: Trust (U3) The degree to which the candidate is likely to be trusting of others. The degree to which they are likely to build close, trusting relationships with coworkers.

Office Skills Assessments

The office skills psychometric assessment are aimed at measuring a candidate's knowledge level of the most essential computer skills

Browser (T3) Degree to which the candidate has a general understanding of browser terminology and functions.

Computer Security (T3) Degree to which the candidate has a general understanding of secure computer practices.

Computer Terminology (T3) Degree to which the candidate has a general understanding of basic computer terminology.

Excel (T3) Degree to which the candidate is knowledgeable about various functions within the Microsoft Excel software program.

Excel Analysis (T5) Degree to which the candidate has a general understanding of functions related to analysis of data within Microsoft Excel.

Excel Editing (T6) Degree to which the candidate has the ability to edit Microsoft Excel spreadsheets.

Excel File Management (T2) Degree to which the candidate has the knowledge to manage files within Microsoft Excel.

Excel Formatting (T3) Degree to which the candidate has the ability to use the formatting feature within Microsoft Excel.

Excel Functions (T10) Degree to which the candidate has the knowledge to use and create functions within Microsoft Excel.

Excel Graphics (T2) Degree to which the candidate has the ability to create graphics using Microsoft Excel.

Excel Tools & Automation (T2) Degree to which the candidate has the ability to use the Tools and Automation functions within Microsoft Excel.

MAC (T3) Degree to which the candidate is knowledgeable about various functions within the Mac Operating System.

Networking (T3) Degree to which the candidate has a general understanding of basic computer networking.

Outlook (T3) Degree to which the candidate is knowledgeable about various functions within the Microsoft Outlook software program.

Outlook Calendar (T5) Degree to which the candidate has a general understanding of calendar functions within Microsoft Outlook.

Outlook Contacts (T3) Degree to which the candidate has the knowledge to utilize the contacts functionality within Microsoft Outlook.

Outlook Folders (T3) Degree to which the candidate has the knowledge to create and manage folders within Microsoft Outlook.

Outlook Mail (T14) Degree to which the candidate has the ability to organize and manage emails within Microsoft Outlook.

Outlook Tasks (T1) Degree to which the candidate has the knowledge to create new tasks within Microsoft Outlook.

Outlook Tools (T4) Degree to which the candidate is able to use various tools within Microsoft Outlook.

Power Point (T3) Degree to which the candidate is knowledgeable about various functions within the Microsoft PowerPoint software program.

Power Point Create a Presentation (T4) Degree to which the candidate is able to create a presentation using various functions within Microsoft PowerPoint.

Power Point Enhance a Presentation (T3) Degree to which the candidate has the ability to make enhancements to a presentation created using Microsoft PowerPoint.

Power Point File Management (T4) Degree to which the candidate has the ability to manage files within Microsoft PowerPoint.

Power Point Slide Show (T9) Degree to which the candidate is able to work with various slide show functions within Microsoft PowerPoint.

Power Point Slide Sorter (T1) Degree to which the candidate has the knowledge to

use the slide sorter view feature within Microsoft PowerPoint.

Power Point Text & Graphics (T9) Degree to which the candidate is able to work with text and graphics within Microsoft PowerPoint.

Search Engine (T3) Degree to which the candidate is knowledgeable about general search engine functions.

Using Windows (T18) Degree to which the candidate can effectively utilize Microsoft Windows.

Windows (T3) Degree to which the candidate is knowledgeable about various functions within the Windows Operating System.

Windows File Management (T12) Degree to which the candidate is able to manage files within Microsoft Windows.

Word (T3) Degree to which the candidate is knowledgeable about various functions within the Microsoft Word software program.

Word Editing (T3) Degree to which the candidate is able to edit documents within Microsoft Word.

Word File Management (T2) Degree to which the candidate has the ability to manage files within Microsoft Word.

Word Formatting (T12) Degree to which the candidate is able to format documents within Microsoft Word.

Word Printing (T1) Degree to which the candidate is able to print multiple documents within Microsoft Word.

Word Tables and Graphics (T5) Degree to which the candidate is able to work with tables and graphics within Microsoft Word.

Word Tools and Automation (T7) Degree to which the candidate has the ability to utilize tools and automation within Microsoft Word.

The Clarity Talent Measurement team is here to support your organization in designing assessment packages that cater to your specific needs.