

Selection Criteria

Cognitive Elements



- Judgment & Decision Making
- Critical Thinking
 - * Reading Prose (procedures)
 - * Reading Documents (Charts, Graphs, Forms)
 - * Math (Quantitative Reasoning)

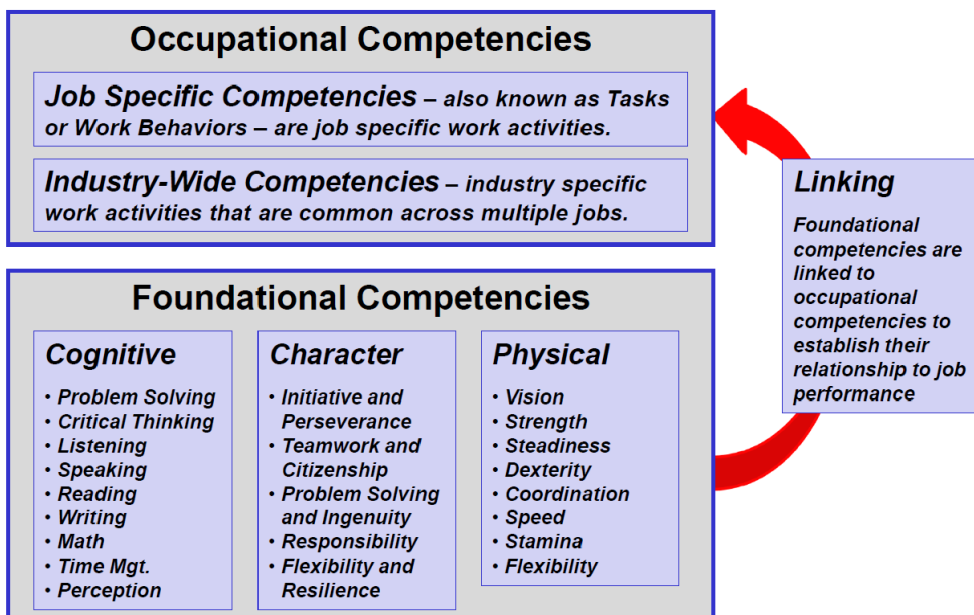
Character Elements



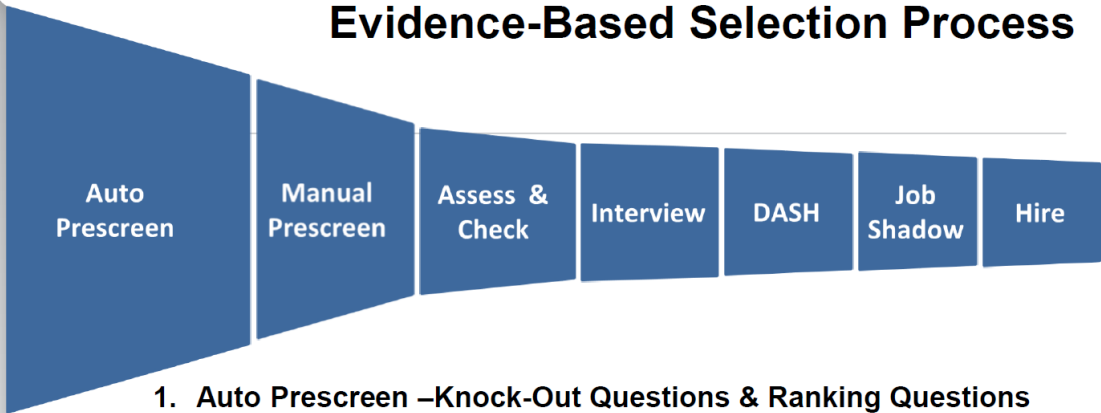
- Overall Job Fit (personality and behavior)
 - * Recruiter SIG - (Perception, Service Orientation, Active Learning, and Office Administration)
 - * Manager SIG - (Time Management, Influence, Teamwork, Critical Thinking)
 - * Reference Checks (360 Blind Reference)



Comprehensive Competency Model



Evidence-Based Selection Process



1. Auto Prescreen –Knock-Out Questions & Ranking Questions
2. Manual Prescreen – Application Review, Engagement Call
3. Assessments – ETS Job Fit (Character), ETS Cognitive Ability, Skill Survey reference checks, credential verification, and Prophecy Assessments for nursing job families
4. Interview – HR TA Specialist with Structured Interview Guide (SIG) including review of assessments and checks
5. DASH – Day of Action Selection Hiring, with Hiring Mgr.
6. Job Shadow – Realistic Job Preview
7. Hire – Post-Offer Checks and Employment Physical



3

TRUE Score

	Selection Score Elements	Raw Score	Ranges	Normalized
1	Reading Prose*	0-500	R-Y-G	1-2-3
2	Reading Documents*	0-500	R-Y-G	1-2-3
3	Quantitative Reasoning*	0-500	R-Y-G	1-2-3
4	Overall Fit Index (WJF)*	0-100	R-Y-G	1-2-3
5	Recruiter SIG	0-20	R-Y-G	1-2-3
6	Manager SIG	0-20	R-Y-G	1-2-3
7	References (Skill Survey)	1-6	R-Y-G	1-2-3
	Total Score			0-5 Stars



4

* ETS WorkFORCE Assessments