

# TALENT TRANSFORMATION

## Assessment Types

The table below describes how to use various types of assessments. By assessment, we mean any process in which evidence is judged, including tests and surveys. This table does not include clinical assessments that psychologists administer to diagnose and plan treatment for patients.

ASSESSMENT TYPES AND DESCRIPTIONS	Selection and Promotion	Learning	Certification and Licensure	Opinions
<b>180 Assessments</b> Gather opinions about an individual from their colleagues and direct reports but not their boss				✓
<b>360 Assessments</b> Gather opinions about an individual from their coworkers, including their boss, peers, and direct reports				✓
<b>Ability Tests</b> Assess an individual's cognitive or physical abilities	✓		✓	
<b>Academic Entrance Tests</b> Evaluate suitability, in specific terms, for a particular educational opportunity	✓			
<b>Attention Tests</b> Measure ability to focus, avoid distractions, and remain attentive	✓			
<b>Certification Tests</b> Measure understanding of and ability to perform a variety of specific tasks			✓	
<b>Course Evaluations</b> Collect opinions and levels of satisfaction with a course to improve the learning materials or the learning environment				✓
<b>Criterion-Referenced Tests</b> Evaluate performance in relation to a pre-established benchmark	✓		✓	

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<b>Diagnostic Assessments</b> Help determine appropriate and useful learning activities based on the gap between current skills and goals		✓		
<b>Employee Net Promoter Scores (eNPS)</b> Measures the level of employee loyalty by using the principles of NPS but asking the question "would be willing to recommend their organization as a friend?".				✓
<b>Formative Assessments</b> Provide memory retrieval practice to strengthen recall		✓		
<b>High-Stakes Assessments</b> Deliver results that will have significant consequences for the test taker	✓		✓	
<b>Job Fit Tests</b> Ascertain values, preferences, motives, and personality traits to determine suitability for a specific job role	✓			
<b>Job Task Analyses</b> Identify the tasks required on the job or the behaviors and capabilities required to perform it				✓
<b>Level 1 Surveys as per the Kirkpatrick model</b> See course evaluations				✓
<b>Licensing Tests</b> Evaluate a candidate's understanding of and ability to perform the specific tasks required to obtain a government agency's license to work			✓	
<b>Low-Stakes Assessments</b> Deliver results with no consequences for the respondent		✓		✓
<b>Mastery Tests</b> Demonstrate a high level of proficiency in a specific topic or topics		✓		
<b>Medium-Stakes Assessments</b> Deliver results that may have consequences for the test taker		✓		
<b>Needs Analysis Surveys</b> Identify knowledge and skills gaps that exist within a team or organization, to inform course development or course administration				✓

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<b>Needs Assessments</b> Identify the training needs for an individual, team, or organization		✓		
<b>Net Promoter Scores</b> Measure the level of satisfaction with a product, service, or organization				✓
<b>Objective Tests</b> Measure factual knowledge	✓	✓	✓	
<b>Performance Tests</b> Measure ability to perform in real-world environments	✓		✓	
<b>Personality Tests</b> Ascertain values, preferences, motives, and personality traits				
<b>Placement Tests</b> Determine suitability for educational opportunities, potentially to provide placement recommendations		✓		
<b>Post-Course Tests</b> Measure knowledge and skills after a course to determine if participants have sufficiently learned the course material and, in some cases, are eligible to receive a certificate of completion		✓		
<b>Pre-Course Tests</b> Evaluate knowledge and skills before a course, to create intrigue among students, to inform the instructor of students' abilities, and to set a benchmark to see if any knowledge transfer occurred during the course		✓		
<b>Pre-Employment Tests</b> Ascertain suitability, in specific terms, for particular job roles	✓			
<b>Quizzes</b> Provide formative assessments for individuals and offer evidence that they are or are not mastering the subject matter		✓		
<b>Satisfaction surveys</b> Measure levels of satisfaction with products or services				✓
<b>Screening Tests</b> Determine suitability, in broad terms, for specific job roles or educational opportunities	✓			

ASSESSMENT TYPES AND DESCRIPTIONS	Selection and Promotion	Learning	Certification and Licensure	Opinions
<b>Selection Tests</b> Determine suitability, in specific terms, for particular job roles or educational opportunities	✓			
<b>Self-Assessments</b> Gather information from an individual to diagnose learning needs and make recommendations for further learning or development		✓		
<b>Skills Gap Surveys</b> Identify knowledge and skills gaps that exist within a team or organization, to inform course development or course administration				✓
<b>Smile Sheets</b> See course evaluations				✓
<b>Speed Tests</b> Determine someone's ability to perform one or more tasks within a stated time	✓		✓	
<b>Strength Finders</b> Identify and often rank-order an individual's natural talents		✓		
<b>Summative Assessments</b> Measure an individual's skills, knowledge, and abilities to determine if they are qualified to pass a course or achieve a qualification, credential, or micro-credential	✓	✓	✓	
<b>Surveys</b> Collect and quantify opinions, habits, and behaviors				✓
<b>Team Fit Tests</b> Ascertain values, preferences, motives, and personality traits to determine suitability to work in a specific team	✓			