

ESPERTA



PI Behavioral Assessment FAQs - HR edition

by The Predictive Index

PI BA FAQs – HR edition

01. What is the Behavioral Assessment?

The Behavioral Assessment provides a pattern of a person’s core drives that offer insight into their needs and behaviors to help predict workplace behavior.

02. Is the Behavioral Assessment Equal Employment Opportunity Commission (EEOC) compliant?

The EEOC does not mandate rules or guidelines for test construction, nor does it “approve,” “certify,” or “evaluate” individual assessments. However, if an assessment is found to be unfair, then the EEOC does get involved and will request proof that an assessment is related to job performance or require that an alternative test be used in the future. They do not review assessments unless there is adverse impact. Appropriate use of the PI Behavioral Assessment, including for a job analysis (the Job Assessment), and strong training will greatly increase a company’s legal defensibility against most EEOC claims. For more information, see the Science POV “EEOC Compliance”, available through your Partner or Consultant.

03. Can someone cheat or “game” the assessment?

The reality is that anyone, on any assessment, can do things to alter their scores. However, the PI Behavioral Assessment has two advantages over many other personality-based assessments:

1. Unlike assessments where the “right” answer may be obvious (e.g., “I follow the rules every day”), the adjective checklist approach provides less clarity around which responses are considered more “desirable” and is therefore more difficult to manipulate.
2. Because PI Behavioral Assessment scores are reported and interpreted using a within-person format, meaning a person’s results are not directly comparable to another person’s, manipulating the assessment is quite challenging. (cont.)

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An assessment taker who tries to distort his or her responses must not only choose the “right” words for the desired pattern but also correctly identify the right combination of words (e.g., more A than B, fewer C and D) to arrive at an ideal pattern for a job. This would be challenging for any but the savviest assessment taker.

Inevitably, there will be situations where candidates try to purposefully distort their responses.

04. Should I have someone retake the assessment?

We recommend that an individual only complete one Behavioral Assessment during their employment at an organization. As such, all software tools and reports use the individual’s oldest Behavioral Assessment results (the self, self-concept and synthesis) and the corresponding reference profile. Note: if you encounter a candidate that has already been assessed while applying for a job at another company, instead of asking them to retake the assessment, ask the candidate to enter their Behavioral Score ID using the survey invitation link.

05. What if someone is refusing to take the assessment?

If an employee is resisting taking the PI Behavioral Assessment, it is often because either the employee is a skeptic of assessments in general or they are uncertain about how the data will be used, fearing that the data may be used against them; this can create anxiety over taking the Behavioral Assessment. How you present the Behavioral Assessment can make a difference. It is important that you explain to the employee what the Behavioral Assessment is and how your company is using the results. It is also important that they understand that the results of the assessment will be shared with them upon completion and the data will be used only to help, not to hurt. Sometimes, the employee just needs to see that the PI Behavioral Assessment is used for positive, not negative, outcomes. Give it a few months and reconnect with the employee to see if they are now willing to take the assessment.

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06. Should I share someone's results?

Yes! The Behavioral Assessment results are not confidential. Sharing the Behavioral Assessment results can help your organization get the most value from PI, because you are all speaking the same language. In fact, we recommend that you print PI Placards and post them in a visible area so peers can know each other's behavioral preferences and how to best work with together.

07. Can the PI Behavioral Assessment be used with minors?

There are no restrictions on how old a respondent must be to take the PI Behavioral Assessment, but since the PI Behavioral Assessment is developed and validated only with working adult samples (age 18 and older), test users should exercise extreme caution when using or interpreting results collected from minors. In general, use of the PI Behavioral Assessment with minors is not recommended, but if a test user needs to administer the assessment to a minor to maintain consistency in hiring practices across their organization, it is important that the test user understands the potential limitations of using minors' PI Behavioral Assessment scores. If you're using the assessment throughout the employee's tenure (not just at hiring), clients should create a policy regarding whether employees are allowed to retest. Clients should make sure that all applicants understand the assessment and how it will be used, and clients should comply with their region's applicable laws concerning employment and testing of minors.

08. How much time should I give an assessment taker to complete the Behavioral Assessment?

The assessment taker should be given an unlimited amount of time to complete the Behavioral Assessment.

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09. How do I respond if an assessment taker asks me what the instructions of the assessment mean?

Simply state, “Read the instructions and respond accordingly.”

10. How do I respond if an assessment taker asks me what a specific word means?

Simply state, “If you do not know the meaning of a specific word, skip it.”

11. Are there right answers to the Behavioral Assessment?

No. There are no right or wrong answers to the Behavioral Assessment.

12. What if the assessment taker asks me whether they should respond to the survey from a work or personal perspective?

Simply state, “Respond according to what you feel best represents what is expected of you.”

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13. How do I respond if an assessment taker asks me how I'm able to know the information I'm reading back to them?

Respond by stating, "The Predictive Index Behavioral Assessment is a specific measurement, and I am reading back its output data."

14. What do I do if an assessment taker disagrees with my statements during a readback?

If this happens, explore potential sources of disagreement, and also look at Self-Concept changes.

15. Should I explain the science of the Behavioral Assessment during a readback?

No. Conduct the readback without explaining the science. Avoid using PI jargon (High A, Low B, etc.) and use language that the survey taker will easily understand.

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