Testing Services

The Employers’ Association provides many pre-employment and developmental tests, all of which are administered electronically. These tests can be sent by email and administered at a member or applicant location, eliminating travel time. Results are also delivered electronically, usually within minutes after a test’s completion.

Tests Offered Include:

**16pf® Sixth Edition Questionnaire** is a versatile tool for hiring and development that provides a comprehensive measure of normal adult personality across 16 personality dimensions and is based on more than 70 years of research. The assessment is comprised of 155 multiple choice personality items as well as 10-20 deductive reasoning items and takes approximately 20-30 minutes to complete. The 16pf can be used for a broad range of positions, from hourly entry level to executive.

*Members: $35  Non-members: $50*

**Devine Hourly Selection** is a pre-employment screening test developed specifically for jobs in production, call centers, customer service, and other similar positions. The test is comprised of 140 multiple choice items and takes approximately 15 minutes to complete. It provides objective information about a candidate’s preferred or typical work style as it relates to successful job performance including factors such as attendance, turnover, work ethic, productivity, rule compliance, and theft.

*Members: $45  Non-members: $60*

**Mechanical Reasoning Test** measures the ability to understand basic mechanical principles of machinery, tools, and motion. The items represent simple principles that involve reasoning rather than specialized knowledge or training. It is comprised of 45 multiple-choice items and has a 20 minute time limit.

*Member: $21  Non-member: $29*

**Watson-Glaser Critical Thinking Appraisal:** This assessment is designed to measure an individual’s ability to think critically and is useful for assessing an individual’s ability to reason, think analytically, and draw inferences. The WGCTA is suitable for hiring, promotion, development and succession planning for roles requiring an individual to work with business information to answer questions, determine strategy, reduce risk and maximize organizational performance.

*Member: $40  Non-member: $55*

**Everything DiSC Profile:** Years of research with DiSC users has resulted in an entirely new product called Everything DiSC. This model uses a 79 question five point scale, which provides higher validity, reliability and greater personalization and customization of results. The 20 page report provides a wealth of useful information including an individual’s workplace priorities, motivators, and stressors along with strategies for increasing effectiveness with people who have the same and different DiSC styles of behavior.

*Member: $60  Non-member: $85*

**AcuMax Index** is an assessment that helps employers hire people who fit the company’s culture, increase employee retention, and develop an engaged and successful workforce. Statistically validated and EEOC compliant, the AcuMax Index reveals a candidate’s preferred work environment as well as how they are best motivated, process thoughts, sequence work, make risk decisions, and involve people in problem solving. TEA members that become annual fee paying clients of AcuMax Index receive a 5% discount on annual licensing and training cost.

*Member: $85  Non-member: $120*
**Microsoft Excel – Standard** is designed to assess an individual’s knowledge of a wide variety of topics related to using Excel. Comprised of 35 items and taking about 35 minutes to complete, the questions pertain to the most commonly used Microsoft Excel features such as file management, editing, formatting, analysis, customizing Excel, and Excel and the Internet. The report will indicate the candidate’s performance on each item and whether that skill is considered at the Beginner, Intermediate, or Advanced level.

Member: $28    Non-member: $40

**Microsoft Word - Standard** is designed to assess an individual’s knowledge of a wide variety of topics related to using Word. Comprised of 35 items and taking about 35 minutes to complete, the questions pertain to commonly used Microsoft Word features such as file management, editing, formatting, printing, desktop publishing, and customizing Word.

Member: $28    Non-member: $40

**True-to-Life Sales** assessment battery immerses candidates in the challenges they’ll encounter on the job across a range of sales-related scenarios and settings. In addition to the situational judgment scenarios, candidates respond to questions about work-related behaviors, attitudes, and preferences. The TTL assessment battery has a time limit of 60 minutes; however, respondents typically complete the battery in approximately 40 minutes.

Member: $55    Non-member: $75

**360 Leadership Navigator for Corporate** Leaders is a managerial 360° feedback instrument that measures the leadership skills that are most relevant in today's organizations. The participant, peers, boss, and direct reports complete ratings on a 5-point scale. The 360 assessment provides for in-depth feedback on a manager's workplace behavior based on eight competencies: Business Focus, Develops Talent, Inclusiveness, Acts with Integrity, Results Orientation, Customer Focus, Team Leadership, and Communication Skills. The 360° Leadership Navigator report is comprised of four sections that provide the Leader with clear and complete feedback for leveraging strengths and planning for development.

Member: $195    Non-member: $275

**Data Entry-Alphanumeric** is designed to assess an individual's ability to enter data into a standard form. The test taker is presented with real-life examples of data entry tasks involving a combination of text and numbers. The test has a 5-minute time limit and measures an individual's speed and accuracy on this task.

Member: $28    Non-member: $40

**Basic Language Skills** measures the ability to recognize correct spelling, punctuation, capitalization, grammar, and usage. The test taker reads a sentence, part of which is underlined, and then determines whether the underlined section has errors in spelling, punctuation, capitalization, grammar or usage. This test is comprised of 25 multiple choice items and has a 5 minute time limit.

Member: $21    Non-member: $30

**Math-General** is designed to assess an individual's ability to complete basic mathematical operations. It is comprised of 30 multiple choice items that measure commonly used math skills such as addition, subtraction, multiplication, division, and percentages. The assessment is untimed and can be completed in about 20 minutes.

Member: $30    Non-member: $40

**Typing Test** This assessment measures an individual’s keyboarding speed and accuracy. The test has a 5 minute time limit and requires the test taker to type a series of text samples.

Member: $28    Non-member: $40

For sample reports or more information please contact Rob Strate rstrate@teagr.org.

Updated 12/19/2019