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:

New Workforce Inventory (NWI) is a personality inventory used as an employee selection and assessment tool. The 182 items can be completed in 30 minutes. The NWI provides a comprehensive picture of an individual's functioning in areas critical to success. It measures:

- Flexibility/adaptability
- Innovation
- Teamwork
- Openness to learning
- Conscientiousness
- Customer orientation

Members: $55   Non-members: $85

Management Development Questionnaire (MDQ) is a competency and skill assessment for managers and professional staff, based on research that has identified the skills required by successful managers. It is best suited as a pre-employment assessment or as a developmental tool for executives and managers. It measures managing change, planning and organization, interpersonal skills, results orientation, and leadership.
Members: $90   Non-members: $125

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: $35   Non-member: $50

DiSC Behavioral Profile: With 40 years of proven reliability and over 60 million users, DiSC remains one of the most trusted instruments in the training and development field. This profile explores an individual's behaviors 4often used as a team development instrument to help employees understand their own behavior, improve communication and minimize conflict.
Member: $50   Non-member: $70

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: $50   Non-member: $70

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 35minutes 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

Sales Achievement Predictor (SalesAP) measures traits critical to sales success and in related fields such as customer service, sales management, marketing and public relations. Composed of 140 items, the **SalesAP** can be completed in less than 20 minutes by most applicants. Validated against actual sales performance, this is a powerful tool to help select, place, and train salespeople.
Member: $60   Non-member: $90

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

Numerical Reasoning Test is a power test that measures an individual's ability to analyze and discern the relationships between sets of numbers. It is a good predictor of academic performance as well as of the ability to do tasks that require solving problems that involve numbers. It is comprised of 25 multiple choice-items and has a 10 minute time limit.
Member: $21   Non-member: $29

Occupational Solution: Customer Service measures a candidate's potential fit for a Customer Service role by assessing four areas critical for effective performance—verbal ability, numerical ability, speed and accuracy, and work style. There are a total of 301 items between the seven test sections, which can be completed in approximately 60 minutes.
Member: $35   Non-member: $50

Occupational Solution: Supervisor in Manufacturing measures a candidate's potential fit within the manufacturing industry by assessing two areas critical for effective performance – critical thinking and work style. The report provides a percentile ranking for each measured scale including Work Style Compatibility and Overall Job Fit. It is supplemented with brief individualized interpretative comments.
Member: $50   Non-member: $70

Basic Computer Literacy is designed to assess an individual's knowledge of basic computer skills. Comprised of 25 items and taking about 20 minutes to complete, it is a performance-based assessment that allows test takers to answer questions by actually carrying out the tasks as they would on the software application but without needing to have the application itself installed.
What the Basic Computer Literacy Test Measures: Editing; Passwords; Mousing; Printing; Navigation; Typing; Windows
Member: $28   Non-member: $40

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: $40   Non-member: $60

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.