



BASIS REPORT FOR SELECTION

Hiring the right people is too important to leave to chance. Smart hiring isn't about hunches or luck – it's about implementing easy-to-use, validated selection tools to effectively predict future job performance. As a key component in your overall selection process, the BASIS Report evaluates a candidate's potential for being a successful hire for the job and for your organization.

Wilson Learning partners with Hogan Assessment Systems, an industry-leader in personality testing, to offer the BASIS Report for selection.

The BASIS Report enables you to make more effective hiring decisions by providing extensive information regarding a candidate's potential for being both a successful performer in the target job and a good fit with your organization's culture and values. As a result, use of the BASIS Report enables you to evaluate large numbers of people with consistency, fairness, and a better likelihood for success than using interviews alone.

Given the personality-based nature of this assessment tool, the BASIS Report also helps you make better hiring decisions in those situations where candidates have little to no previous experience. For example, such situations where you are hiring directly from educational institutions or identifying high-potentials for promotion.

Making consistently better hiring decisions at all levels of the organization can lead to such benefits as reduced early turnover, improved new-hire success rate, and reduced legal exposure to charges of unfair hiring practices.

THE BASIS REPORT

Specifically, the BASIS report uses two Hogan Assessment Inventories:

- ▼ **Hogan Personality Inventory (HPI):** The HPI is the industry standard for measuring personality as it relates to job performance. It measures deeply-ingrained personal characteristics such as how individuals approach work and interact with others. These characteristics will correspond with the demands of your specific target job.
- ▼ **Motives, Values, Preferences Inventory (MVPI):** The MVPI provides insight about a person's core values, goals, and interests. This information relates to the environment in which the person will perform best and derive the most motivation. In turn, this information will be critical to ensuring that a new hire's values align with those of the organization.

The BASIS Report provides a comprehensive yet easy-to-understand candidate recommendation result. Scores are reported to organizations in both graphic and narrative format. The report contains the scores on the seven scales of the HPI and the ten scales of the MVPI. It also includes evaluative comments on "employment fit" (overall suitability for work), "job fit" (overall suitability for the position along with bulleted strengths and areas of concern), and an overall hire recommendation (low fit, moderate fit, high fit). Results are generated and available within minutes of inventory completion.

PROCESS AND OUTCOME

The following table details the process and outcome of the BASIS reports in chronological order:

<i>Step</i>	<i>Outcome</i>
<p><i>Validity Generalization</i></p> <p>Validity generalization is a process by which your organization's subject matter experts can quickly and easily link behaviors that are critical to success on the job to the personal characteristics and values measured by the HPI and MVPI. Wilson Learning uses Hogan Assessment's online job evaluation tool to collect this information, analyze the results, and set appropriate cut scores for BASIS fit recommendations.</p>	<ul style="list-style-type: none"> ▪ Alignment and clarity on the important characteristics, competencies and motivators required by the target job. ▪ A valid, legally-defensible approach for evaluating candidates on the characteristics and values most predictive of successful future on-the-job performance and organizational fit.
<p><i>Customization (Optional)</i></p> <p>If needed, Wilson Learning can customize the BASIS Report's narrative evaluation content in light of a target job's unique requirements.</p>	<ul style="list-style-type: none"> ▪ Further refinement of candidate evaluation information provided to the end user.
<p><i>Implementation Overview</i></p> <p>Via webcast, Wilson Learning prepares the end users of your BASIS Report to get the most value possible out of each candidate's evaluation. This session also provides a review of the Validity Generalization results to ensure your end users understand how the BASIS Report results translate to a prediction of future performance in the target job.</p>	<ul style="list-style-type: none"> ▪ End users equipped to make better decisions.
<p><i>BASIS Administration</i></p> <p>Once the scoring parameters are set, any optional customization completed, and your end users are prepared, Wilson Learning will partner with Hogan to provide client administrator training using an online assessment system to collect candidate data and generate BASIS Reports.</p>	<ul style="list-style-type: none"> ▪ Trained administrators ready to administer and manage the assessment process. ▪ BASIS is ready for use.

RELATED SERVICES

Wilson Learning offers several additional services to help support your selection efforts, including our *Interviewing for Selection* workshop, selection system audits/consulting, and facilitation of test development. As an option, Wilson Learning can use its familiarity with the targeted jobs to support more rapid and effective development of the candidates hired through your selection process. These optional services can include curriculum mapping, development resource guides to help candidates develop themselves, coaching guides for new-hires' managers, and other tools.