

Identity - Behavioural and Cognitive Assessments



No matter how good applicants may look on paper or how positive they appear during a job interview, many job candidates lack the behavioural characteristics needed to be a good fit for the job and the organisation - and some applicants are experts at fooling even the most experienced recruiter.



Often difficult personality characteristics, poor cognitive abilities, and even issues with integrity will not surface until after hiring decisions have been made. You are then left to deal with the emotional strain and potential legal problems associated with having to terminate a bad hire, not to mention all the costs of recruiting and training new employees and the loss of productivity due to turnover.

Now you can get a more complete profile of your job candidates before you make those costly hiring decisions with Identity, a suite of valid, automated behavioural tests from MCS that includes assessments for measuring cognitive abilities, risk profile, sales and service orientation, workplace skills, workplace personality, and job-specific tests for healthcare and industrial workers.

Each Identity test assesses candidates along a variety of scales, including a built-in candidness scale to ensure that questions are being answered honestly.

Question 19 of 80
The more policies and procedures an organization has in place, the more employees feel compelled to break them.

A	Strongly Agree
B	Agree
C	Neutral
D	Disagree
E	Strongly Disagree

Skip this Question

Question 72 of 80
With respect to illegal drug use, society should concern itself with the extreme drug user and not with the occasional user.

A	Strongly Agree
B	Agree
C	Neutral
D	Disagree
E	Strongly Disagree

Skip this Question

Identity Behavioural assessments assess critical, job-related behavioural traits such as trustworthiness, reliability and helping disposition, or risk factors such as attitudes towards drug-use and workplace violence.

The Benefits Of Identity:

- Identity tests have been developed and validated by professional industrial psychologists to ensure fairness and compliance with EEOC and Government testing guidelines.
- Identity assessments are available that measure specific traits needed for key types of jobs such as customer service, sales or healthcare positions. In addition, Identity tests can be customised to match your specific job descriptions and workflow/time requirements.
- Unlike many personality-profiling instruments that originated as clinical assessments, Identity has been designed specifically for employers to provide effective, efficient screening of key behavioural traits and cognitive abilities.
- A built-in candidness scale helps you determine if questions are being answered frankly and honestly.



- Identity tests can be delivered on desktop PCs, computer networks or over the Internet using a wide variety of built-in deployment options.
- Like all MCS assessment products, Identity can be deployed via MCS Applicant Tracking Systems (ATS) and integrated into your overall employment process.
- Identity tests are easy to administer, with scores delivered to your PC immediately at the end of each test session. No more faxing, emailing or scoring by hand.
- Attractive, in-depth reports provide scores and detailed descriptions of a candidate's attitudes and aptitudes, including suggestions for follow-up interview questions.

Available Identity Tests

Ready-to-use, validated Identity tests are available for the following skills and job families.

(See next page for information on how Identity can also be customised to meet your specific needs).

Identity Test	Attitudes & Aptitudes	Test Time	Questions
Cognitive	Verbal Reasoning Logical and Mathematical Reasoning	12 minutes	40
Risk-Free	Trustworthiness Rules Compliance Drug-Free Attitude Non-Violent Attitude Reliability Candidness	Untimed (about 10-15 minutes)	80
Sales	Ambition Self-Confidence Assertiveness Stress Management Helping Disposition Reliability	Untimed (about 15-20 minutes)	95
Service	Candidness Helping Disposition Team Player Stress Management Reliability Candidness	Untimed (about 10-15 minutes)	65
Workplace Skills	Mathematical and Verbal Reasoning Language Skills Attention to Detail Analyzing Skills	25 minutes	80
Workplace Personality	Ambition Personality Self-Confidence Assertiveness Flexibility Helping Disposition Reliability Team Player Trustworthiness Stress Management	Untimed (about 20-25 minutes)	140

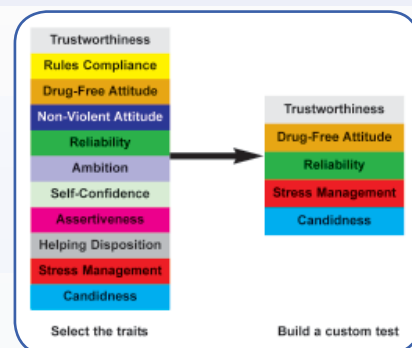
Identity Test	Attitudes & Aptitudes	Test Time	Questions
Healthcare	Candidness Compassion/Service Patient Relations Tolerance Team Relations	Untimed (about 8-10 minutes)	40
Industrial	Assembly Inspection Light Industrial Math Drug Free Attitude Reliability Trustworthiness Candidness	Skills testing timed Behavioural testing untimed (about 35 minutes)	110

Creating Custom Identity Assessments

For many employers, one of the most difficult aspects of implementing a testing program is finding a test or series of tests that meet their company's precise need. Until now, the alternative for those seeking a custom assessment solution has been an expensive project with a test developer or publisher where custom tests are created from scratch.

Unlike other assessments, many of which use one-size-fits-all instruments to measure the knowledge and skills required for a diverse set of jobs, Identity's highly modular nature allows you to use any of its individual scales as the building blocks for creating cost-effective custom assessments.

Using fully-validated "building blocks," each representing a specific behavioural trait or cognitive ability, MCS can create one or more assessments that match your job descriptions as well as meet other organisational requirements, including time constraints which often drive testing decisions within the employment process.



Available Identity Building Blocks Include:

- Ambition
- Assertiveness
- Attendance
- Drug Free Attitudes
- Flexibility
- Helping Disposition
- Non-Violence
- Reliability
- Rules Compliance
- Self Confidence
- Stress Management
- Team Player
- Trustworthiness
- Candidness
- Healthcare - Compassion
- Healthcare - Patient Relations
- Healthcare - Team Player
- Healthcare - Stress Tolerance
- Analyzing
- Attention to Detail
- Cognitive Ability
- Grammar and Spelling
- Assembly
- Inspection
- Light Industrial Math
- Math and Reasoning
- Retail Math

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