

Frequently Asked Questions About the WVA

How long does the assessment take to complete?

The WVA assessment takes 10-15 minutes to complete. However, there is no time limit.

Which set of questions do participants complete?

The WVA is embedded within a question set that also includes the WPP and usually the SQ/DSQ.

Can the assessment be faked?

Our assessments utilize several parameters to help combat faking potential. First, the WVA questions are designed to be non-transparent and are embedded within a question set that includes other assessments. Therefore, it is difficult to guess what is being measured or which answers will lead to more 'favorable' scores. Second, the assessment has a built-in measure for gauging the likelihood that a participant has attempted to respond in a socially desirable way (i.e., motivational distortion). This gauge appears as a "Validity Category" in all reports. Third, results that have an unusual response pattern that indicates the participant answered randomly are 'flagged' with a warning message on the cover of such reports.

What languages is the assessment available in?

The WVA assessment is available in many languages, including English, Spanish, French, German, Italian, Portuguese, Russian, Ukrainian, Polish, Romanian, Slovak, Turkish, Arabic, Chinese (Simplified), Japanese, Korean, Tagalog, Malay, Hindi, Punjabi, Bengali, and more. Additional languages can be added upon request.

How long does it take to receive the report?

Reports are automatically generated and available within 1 hour. Reports are emailed to any specified parties and can be accessed in TalentClick's customer portal.

Who will see the report?

Those administering the assessment can stipulate who should receive or have access to the reports, which can be one or multiple individuals.

Are there 'right' or 'wrong' results?

There are no 'right' or 'wrong' results to the WVA assessment. While the WVA was designed to reflect the values and attitude that employers typically seek for entry-level workers, there are still strengths and challenges associated with both ends of each dimension. We are always careful to emphasize that there are no 'good' or 'bad' traits. Instead, it's all about 'fit' to the position and organizational norms.



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Should the results be used as a 'pass or fail'?

While the WVA is legally defensible to assist in employee selection, it should not be used as a 'pass or fail' test or the sole factor in any employment-related decision. Any behavioral assessment should be used as one of several sources of information during the hiring process.

How do most employers use the results?

Employee Selection: **Screening** and **interviewing** candidates to assess job and organization fit in order to predict a positive and cohesive workplace culture and prevent counterproductive behaviors.

Employee Development: **Onboarding** and **training** new hires as well as ongoing **coaching** and **management** to better align employee behaviors to organizational values and behavioral standards at the onset of employment and throughout their tenure.

Is the WVA a valid & reliable assessment?

The WVA has established validity and reliability that meet the standards specified in the EEOC's Uniform Guidelines on Employee Selection Procedures (1978).

A. Validity

Standards specified in the Uniform Guidelines on Employee Selection Procedures were followed in developing the WVA to establish its content validity. The WVA is also subject to an ongoing program of research to identify the relationship of its dimensions to important outcome measures, to continue to refine item and scale content, add new scales, refine the normative database and demonstrate predictive validity.

B. Reliability

The WVA exceeds acceptable levels of reliability (>0.7). According to the EEOC's Uniform Guidelines on Employee Selection Procedures, at a minimum, the reliability of pre-employment assessments should be evaluated in terms of the degree which:

- (1) Items or questions on a scale relate to one another (internal item consistency).
- (2) Results or scores remain stable over time (test-retest reliability).

Will a person's scores change if they re-take the assessment? How stable are the results?

If a participant completed the assessment and then was re-tested, their percentile scores would be expected to change less than 10 points out of 100 for individual dimensions of the WVA.