

## **Frequently Asked Questions** About the WVA Updates

### **What are the changes to the WVA report?**

The main change has been updating the dimension labelled “Integrity” to “Conformity.” Other changes include the addition of management considerations for each dimension in the WVA Employer Report, as well as slight wording changes throughout the WVA definitions and insights.

### **Why was the dimension labelled “Integrity” changed to “Conformity”?**

This label has been updated in response to customer feedback to better reflect the dimension’s intention and be interpreted in a more favorable light.

### **Did the questions in the WVA assessment or scoring change?**

No, the questions in the WVA assessment and scoring remains the same.

### **Can I compare the results from new WVA reports to assessment results completed before the changes?**

Yes, you can compare the results from updated reports to earlier results because the scoring has not changed.

### **Is the reliability, validity, or legal defensibility affected by these changes?**

No, the established reliability and validity of the WVA assessment have not been impacted and continue to meet the standards specified in the EEOC’s Uniform Guidelines on Employee Selection Procedures (1978).

### **Do these changes affect previous results/reports?**

No, all reports in the portal that were generated before the changes remain as is. If you wish to apply the updated wording to previous results, simply open an existing report in the self-serve portal using the Report Builder function and save as a PDF.