

Industrial – Semi-skilled 7.1 Solution

Assessment Fact Sheet

Overview

Our Industrial – Semi-skilled 7.1 solution is designed for entry-level positions and measures the behaviors and experiences that underlie successful and safe performance for production workers. The solution assesses behaviors and competencies foundational to industrial roles including: following policies and procedures; applying relevant trade skills; wearing required protective equipment; working with or monitoring equipment; producing high quality work; effectively working with others; and maintaining an orderly work environment.

Potential job titles that use this solution include: Production and Assembly Worker, Construction Worker, Extraction Technician.

Job Level	Entry Level
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Job Family/Title	Safety
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Details

Platform	TalentCentral
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Average Testing Time	24 minutes
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Number of Questions	72
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Designed for Unproctored Environment	Yes
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Question Format	Multiple Choice
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Knowledge, Skills, Abilities and Competencies Measured

Achievement: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Learning Potential: This is a measure of the potential for success in jobs across industry type and functional area. Candidates' responses to questions regarding developmental influences, educational and work history, and related values and attitudes are compared with response profiles from successful employees. These items are significantly related to a traditional cognitive test of learning ability.

Safety Orientation: This measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterized by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.

Teamwork: The tendency to work effectively in teams. High scorers are likely to be polite and friendly, put forth effort to help others, stay calm in tense situations, communicate openly and directly with other team members, and display a willingness to help others.

Thoroughness: This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.