BACKGROUND

The organisation had been using Revelian assessments for several years and wanted to understand the relationship between candidates' scores on the Revelian Cognitive Ability Test (RCAT), Revelian Work Preferences Profile (RWPP) and Revelian Values Inventory (RVI), and various organisational outcomes in order to demonstrate the effectiveness of psychometric assessments.

We analysed each candidate in terms of their overall suitability score (a composite score based on all three assessments) and their individual assessments scores.

A major federal regulatory authority commissioned a study to evaluate the relationship between their employees' overall suitability scores (as derived from their performance on Revelian assessments before they were hired) and various organisational outcomes, including job performance and positive or negative movement.

This research identified a direct relationship between candidates' overall suitability scores and subsequent job performance and career advancement.

OVERALL SUITABILITY SCORES AND JOB PERFORMANCE

We compared the overall suitability scores of 260 employees with their annual performance ratings, and found that:

- Employees rated as ‘Strong/outstanding’ had an average overall suitability score of 72.3. Those whose performance was rated as ‘Consistent’ had an average overall suitability score of 47.4.

- The overall suitability scores of the ‘Strong/outstanding’ group were 52% higher than the ‘Consistent’ group.
OVERALL SUITABILITY AND EMPLOYEE MOVEMENT

We compared the overall suitability scores of 349 employees against a ‘movement descriptor’ that described the kind of movement they had experienced at the organisation.

**Positive movement** referred to promotions and career progressions.

**Negative movement** referred to resignation, dismissal, failed probation, abandonment of employment and unspecified termination.

We found a linear relationship between overall suitability scores and **positive movement**. This meant that:

- Employees with suitability scores of ‘above average’ (in the top 20th percentile compared to others completing the same Revelian assessments) had an average number of 0.9 positive movements each.
- The same employees were 4.5 times more likely to receive a promotion or other form of career progression than those with an overall suitability score of ‘below average’.

SUMMARY

The results show strong relationships between overall suitability scores and subsequent employee performance and career advancement.

While the RCAT, RWPP and RVI predict important organisational outcomes, this study found overall suitability to be a better predictor of performance and advancement than any single assessment. On this basis, we recommend using a **range of assessments** to improve a variety of key business metrics relating to job performance.