OVERALL ‘SUITABILITY SCORE’ ON REVELIAN ASSESSMENTS PREDICTS KEY ORGANISATIONAL OUTCOMES

BACKGROUND
A major federal regulatory authority wanted to evaluate the relationship between the use of Revelian assessments and various organisational outcomes, including job performance and positive or negative movement.

PROCESS
Around 350 employees had completed three Revelian assessments (RCAT, RVI and RWPP) before they were hired. As well as their scores for each assessment, we also generated an overall ‘suitability score’ for each candidate based on their performance across all three assessments.

We analysed each candidate’s suitability score in terms of their subsequent job performance and career advancement.

OVERALL RESULTS
Revelian found strong relationships between suitability scores and key organisational outcomes.

Assessments Used

The Revelian Cognitive Ability Test (RCAT) is a 20 minute timed measure of cognitive ability, which numerous studies have shown to be the single best predictor of future job performance across all roles and industries.

The Revelian Values Inventory (RVI) is a 10 minute, untimed assessment that compares each candidate’s values with the organisation’s values. Candidates with higher degrees of match are more likely to be committed to the organisation and stay longer.

The Revelian Work Preferences Profile is a 10 minute, untimed assessment that measures the degree of match between each candidate’s preferred work tasks and the requirements of the role. Candidates whose preferences match the role requirements are more likely to be satisfied at work and to stay longer.

GREATER LIKELIHOOD OF PROMOTION
Employees with ‘above average’ suitability scores were 4.5 times more likely to receive a promotion than those with a ‘below average’ score.

52% HIGHER SCORES AMONGST TOP PERFORMERS
The overall suitability score of employees receiving ‘Strong’ or ‘Outstanding’ performance ratings was 52% higher than those receiving a ‘Consistent’ rating.
SUITABILITY SCORES AND JOB PERFORMANCE

We analysed data from a group of 260 employees, who had all completed assessments during the recruitment process.

We compared their overall suitability scores with annual performance ratings they had received from their managers.

Employees rated as ‘Strong / Outstanding’ had an average suitability score of 72.3. Those receiving a rating of ‘Consistent’ had an average suitability score of 47.4.

The overall suitability scores of the ‘Strong / Outstanding group were 52% higher than the ‘Consistent’ group.

SUITABILITY SCORES AND EMPLOYEE MOVEMENT

We compared the suitability scores of 349 employees with a ‘movement descriptor’, which reflected positive (promotion, career progression) and negative (resignation, dismissal, failed probation, abandonment of employment and unspecified termination) movements.

We found a strong linear relationship between suitability scores and positive movement.

Employees with ‘Above Average’ suitability scores had an average number of 0.9 positive movements each.

The same group was 4.5 times more likely to receive a promotion or other form of career progression than the ‘Below Average’ group.