

Use all your resources--Why should we test for aptitude?

It is a well-established scientific fact that cognitive ability is the best predictor of long term success at work. And, using valid, reliable measures of personality builds on that - it doubles your ability to predict who will be an outstanding performer on the job! Resource Associates selection testing can add value to whatever you are already doing in your selection process.

The graphic below shows very clearly that standardized testing for cognitive ability is superior to all other selection practices. (See Hunter and Hunter, 1984 and Ones, Viswesvaran & Schmidt, 1993).

