Beyond Bradley:
Our commitment to providing testing and assessment support to employers

Employer Testing Services, of Bradley University’s Smith Career Center, offers human resource testing and assessment services to a wide range of organizations. Since 1946 Bradley University has worked with employers to support their human resource decision making. Manufacturers, financial services providers, media organizations, units of government, and professional firms all benefit from the employment testing services of Bradley University.

SOLUTIONS

Many organizations have certain positions that can be challenging to fill. Perhaps it is an entry-level position, and there is a large group of potential employees to consider. Employment tests can be a valuable tool to quickly identify the strongest applicants for further consideration. Used in this way, employment tests can save the hiring manager time by directing their efforts to the strongest candidates and limiting their time spent interviewing unqualified candidates. In other situations the training costs associated with a position are expensive. Employment tests can measure the applicants’ ability, including their aptitude for quickly and effectively learning the content of the training program, and efforts can be focused on those with the greatest likelihood of training success.

Almost every organization has critical positions, those roles where poor performance or incorrect actions can prove to be costly. Employment tests can be especially valuable and helpful in minimizing the risks of errors in staffing these critical positions. Managers can make hiring decisions for these critical roles with greater confidence.

ORGANIZATIONS TURN TO EMPLOYER TESTING SERVICES FOR MANY REASONS:

• Comprehensive applicant evaluations before the hire decision
• Evaluation of current employees for promotions or performance management
• Identification of future leaders among existing employees
• Out-placement and career exploration during reductions

The key to recognizing the value of our services is Understanding. Understanding the talents and skills of a candidate you are considering. Understanding the leadership style that promotes success for a possible manager. Understanding that the performance difference between a great employee and an average employee accumulates every year they work for your company. Understanding these things helps a manager to make more informed and better decisions – decisions which have a substantial impact. Our human resource testing resources bring this Understanding to your organization's managers.

We have used Bradley University’s Employer Testing Services for more than 15 years. They understand how time sensitive hiring may be, and make every effort to provide timely and accurate details of the candidates. They take the time to understand each position and the KSA’s needed to be successful. Our hiring managers appreciate another tool to help them make the right hiring decision and often remark how accurate the testing results reflect job performance.

- HR Manager, Transportation and Logistics Industry
TEST EFFECTIVENESS

When hiring an employee, managers seek to identify applicants with a high likelihood of success on the job. A well-chosen battery of employment tests is generally a stronger predictor of employee job performance than other selection methods. All tools used to select employees, including traditional employment interviews, can be judged for their effectiveness by examining their statistical relationship to job performance. Decades of research has consistently supported the use of employment tests in hiring and promotional decisions. In a landmark study that examined more than eight decades of employment research, employment tests measuring reasoning ability were identified as a highly effective screening tool. A test measuring general mental ability used in combination with a structured interview or personality measure achieves great predictability of future job performance. In fact, the authors wrote that general mental ability may “be considered the primary personnel measure for hiring decisions.”*

OUR SERVICES AND PROCESS

We have the resources and experience to assess entry-level through executive-level candidates for employment. Our most common service is a comprehensive evaluation that measures your candidate’s abilities, personal tendencies, and interests. Specialty assessments may be used to appropriately measure leadership style, supervisory knowledge, sales understanding, mechanical comprehension, and more. We give feedback to your candidates, as we have found that portion of our assessment provides additional information from their reactions and comments. We respect each individual candidate and believe that feedback about their performance demonstrates that respect. The assessment results are interpreted and summarized in a convenient, brief, but comprehensive report for the employer. For more information, please call our office (309) 677-2409. Our professional staff would be pleased to discuss your human resource assessment needs and our services.