



ESQ

Employee Screening Questionnaire

Douglas N. Jackson, Ph.D © 2002



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About SIGMA Assessment Systems, Inc.

- Established in 1967
 - Founded by Douglas N. Jackson, Ph.D.
 - Founding member of the Association of Test Publishers.
- International reputation for excellence.
 - SIGMA's cognitive ability measure, the MAB-II, was used in the selection of NASA astronauts, and US Air Force Pilots.
 - SIGMA's assessments have been translated into over a dozen languages, and SIGMA licenses its Intellectual Property to test publishers throughout the world.
 - The Career Direction Inventory, an assessment developed by SIGMA, is one of the most widely used career assessments on the Internet.
 - SIGMA successfully implemented a large-scale global rollout of 360 Degree Feedback to over 35,000 employees of DaimlerChrysler.
- Satisfied clients include: Golf Town, Chapters Indigo Canada, Spinx, Kellogg's, Krispy Kreme Doughnuts, Great Clips, IKEA, EZCorp, Best Buy, Safeway, Sunswep Resorts, Giant Tiger, Schreiber, Wyndham Hotels and Resorts, American Airlines, Shred-It, PriceWaterhouseCoopers, US Army, British Airways, and many more.



The Author of the ESQ: A WORLD AUTHORITY IN HUMAN ASSESSMENT



About Dr. Douglas N. Jackson:

- Former Chair: American Psychological Association's (APA) Committee on Psychological Tests and Assessments.
- Former President: APA's Division of Evaluation, Measurement, and Statistics.
- Awarded the "Samuel J. Messick Award" for Distinguished Scientific Contributions by APA Division 5 (Evaluation, Measurement, and Statistics).
- Former President: Society of Multivariate Experimental Psychology.
- One of a very few US Citizens elected a Fellow of the Royal Society of Canada for contributions to science.
- Delegate to International Test Commission and member of its Executive Council.
- Has published over 200 articles in scientific journals and several dozen book chapters.
- *Over 3 million people have taken assessments authored by Dr. Jackson.*

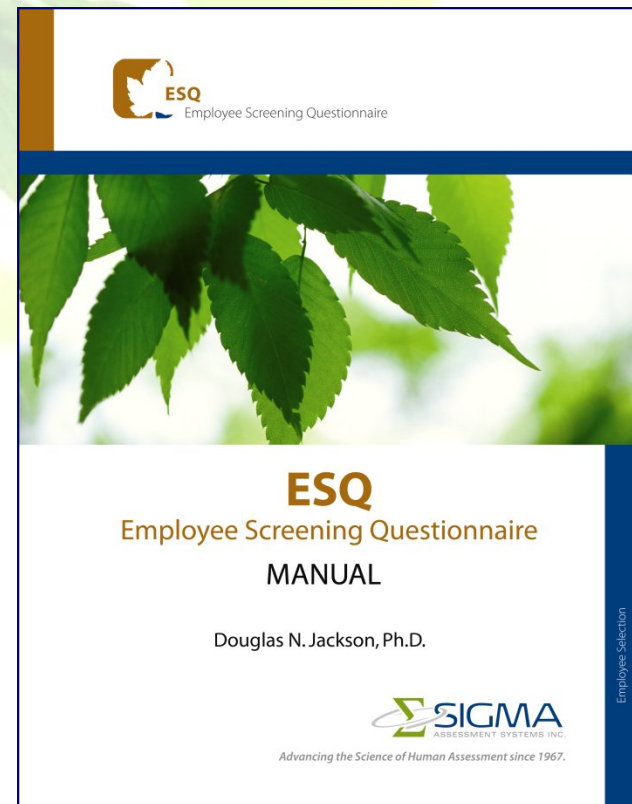


The Employee Screening Questionnaire (ESQ): QUICK FACTS

- Accurate assessment of work-oriented personality.
- Unique forced-choice format yields much higher validities than traditional assessments.
- Highly resistant to motivated distortion, or “faking”.
- In compliance with Americans With Disabilities Act of 1990
- Takes approximately 20 minutes to administer.
- Requires 5th grade reading level.
- Appropriate for ages 16 and over.
- Level A: No special training required beyond reading technical guides.
- Available online and paper & pencil with 24/7 fax-in service.

The Employee Screening Questionnaire (ESQ): Applications

- A pre-hire assessment for selection and placement.
- Excellent for a broad range of positions.
- An aid for succession planning, and for determining promotability.



Distinguishing Features of the ESQ:

Distinguished Pedigree and Expert Development

- Based on the Six Factor Personality Questionnaire (SFPQ), which itself is based on the Personality Research Form (PRF) and the Jackson Personality Inventory – Revised (JPI-R).
 - Over 2000 published research articles reference one or more of these assessments.
 - Improved 6 factor model divides Conscientiousness into Methodicalness and Industriousness, which achieves increased validity over traditional Big 5 measures.
- The most reliable and predictive items were selected for the ESQ from a pool of more than 4500 statements.
- Incorporates the most advanced techniques for suppressing item desirability.

Distinguishing Features of the ESQ:

Resistance to Faking/Motivated Distortion

- Effects of Faking on Traditional Tests
 - Most people “fake” (answer in a desirable manner) on selection tests.
 - Research indicates that average scores jump by a full standard deviation, or 35 percentile points under job application conditions.
 - Often the least desirable applicants are the “best” fakers.
 - Lie Scales and Statistical Corrections are imperfect... “old technology”.
- Forced Choice Format
 - Respondents are asked to choose between statements that, statistically, are equally desirable or undesirable.
 - Honest, dependable people have a different response pattern from less desirable applicants.

Distinguishing Features of the ESQ:

Resistance to Faking/Motivated Distortion (continued)

- Traditional integrity tests are highly fakable.
 - The theft scale of the Reid Report correlated .43 with a 'faking good' scale.
 - The theft scale of the Personnel Selection Inventory correlated .58 with a 'lie' scale. (Guastello & Reike, 1991)

Dimensions of the ESQ:

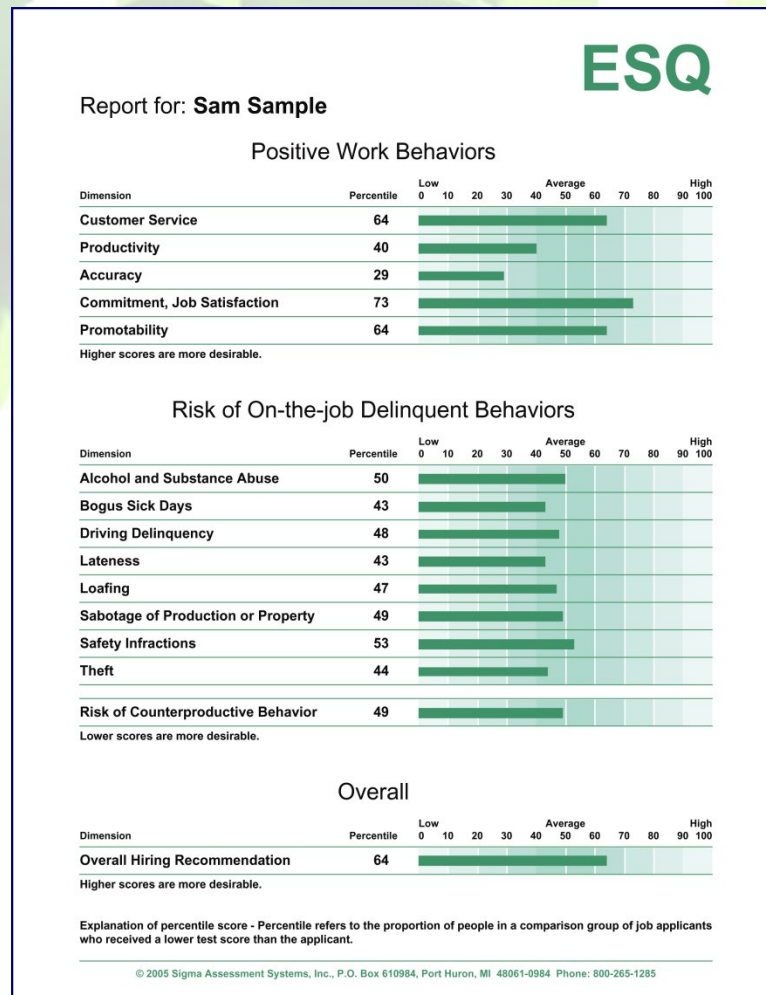
SAMPLE REPORT PROFILE

Positive Behaviors

- Productivity
- Accuracy
- Commitment, & Job Satisfaction
- Promotability
- Customer Service

Overall Scores

- Risk of Counter-productive Behavior
- Overall Hiring Recommendation



Negative Behaviors

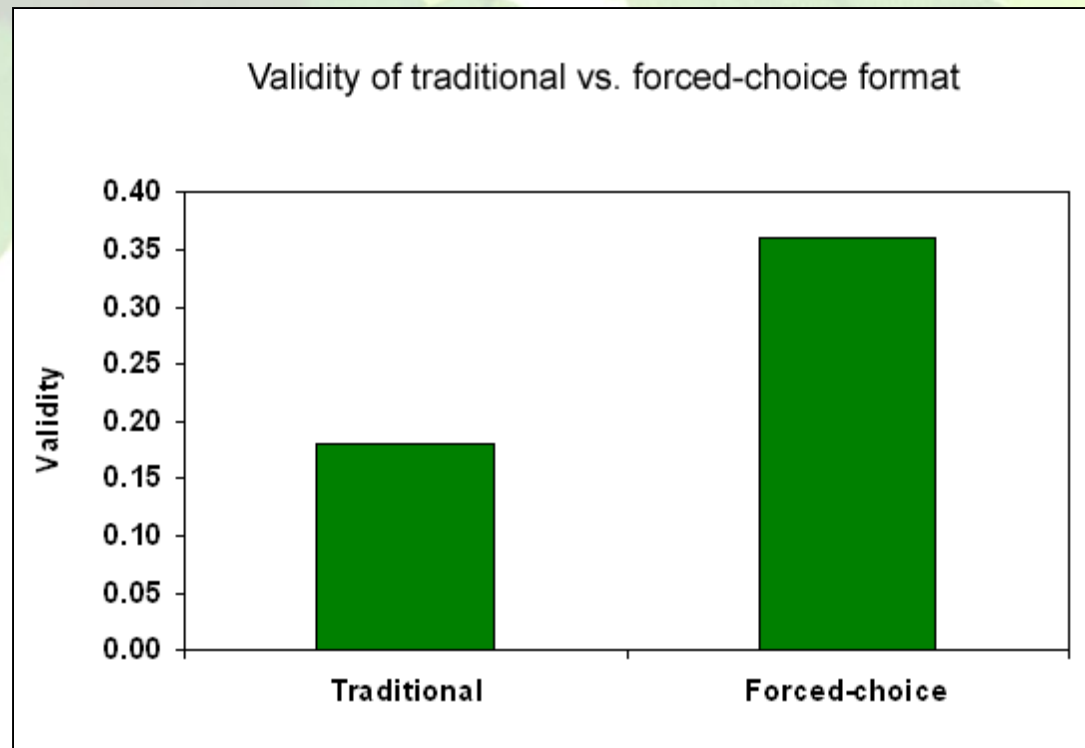
- On-The-Job Substance Abuse
- Absenteeism
- Lateness
- Sabotage
- Loafing
- Safety Infractions
- Theft

Norms & Reliability of the ESQ

- Norms:
 - Weighted aggregate sample of job applicants and respondents from North America and Britain.
- Reliability:
 - Cronbach alpha (internal consistency) values for the 15 ESQ scales, based on job applicants, range from .75 to .84 (median = .83).
 - Intercorrelations among the personality scales of the ESQ are sufficiently independent of one another so that each contributes uniquely to the prediction of job-relevant outcomes.

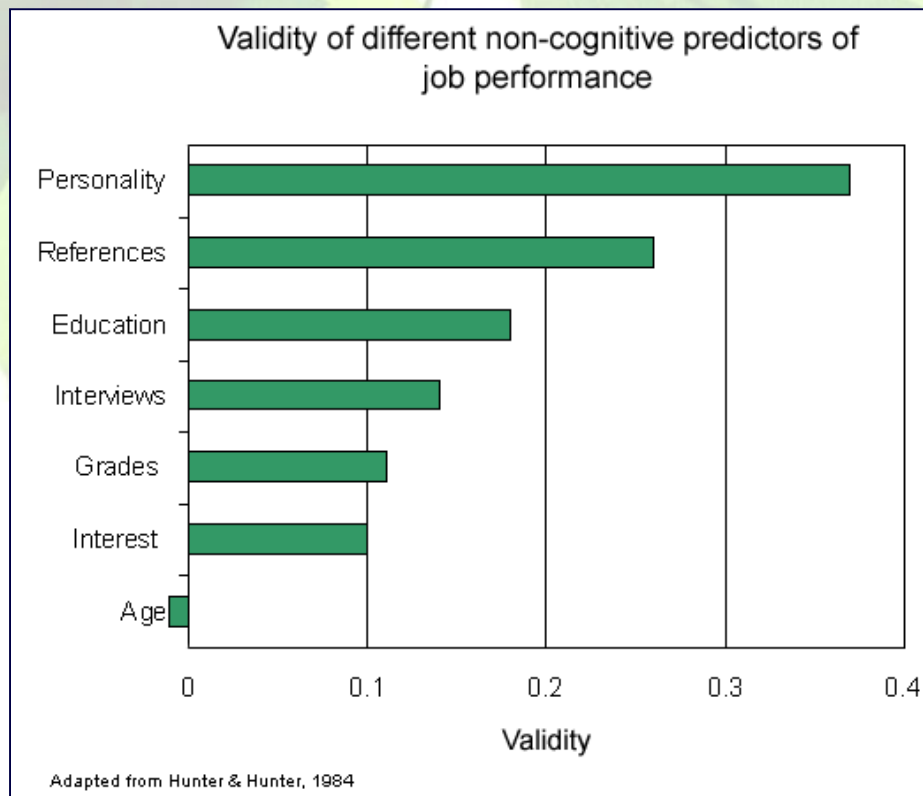
Validity of the ESQ

- The forced-choice format provides twice the predictive power of traditional assessments.



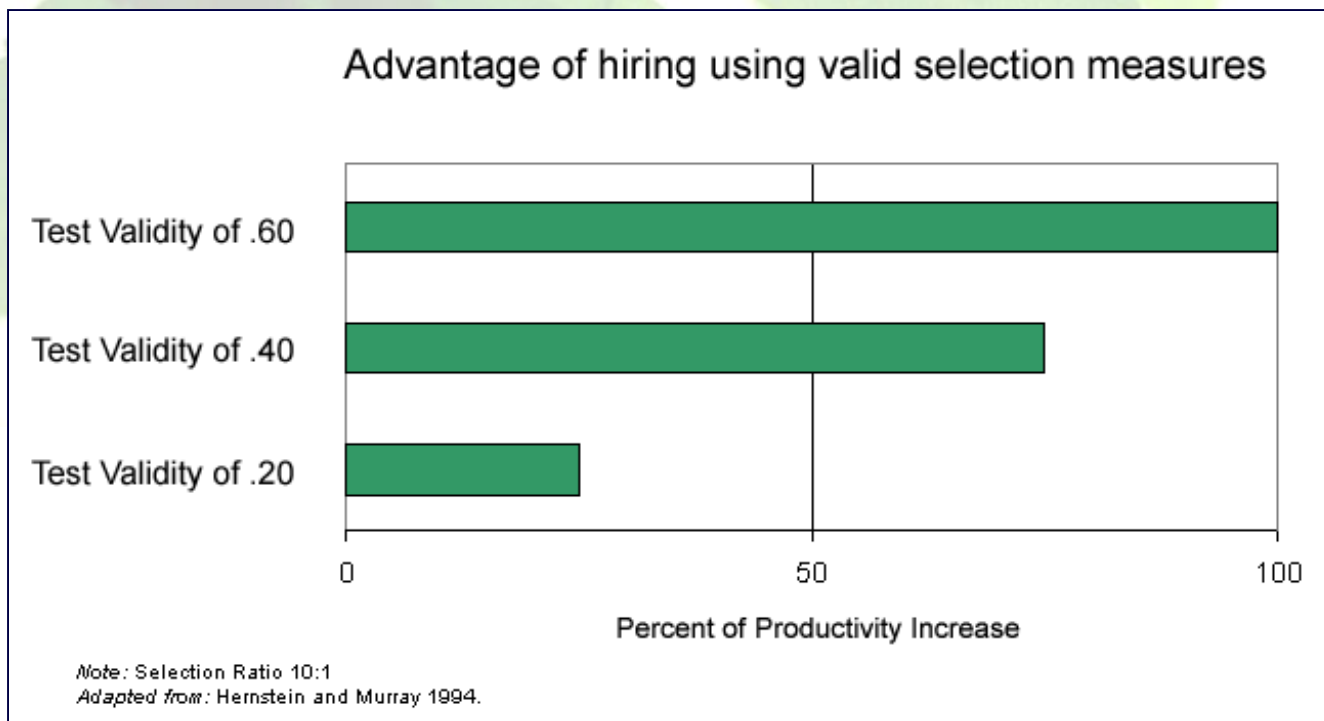
Validity of the ESQ (continued)

- Personality is the most effective non-cognitive predictor of job success (Hunter & Hunter, 1984; Schmidt & Hunter, 1998).



Validity of the ESQ (continued)

- Validity of a selection instrument is directly related to improved employee productivity.



“The ESQ is the most powerful assessment of its kind. Leveraging decades of research by a world authority, the ESQ uniquely offers a personality-based integrity measure that uses an improved model of conscientiousness, and is highly resistant to faking.”