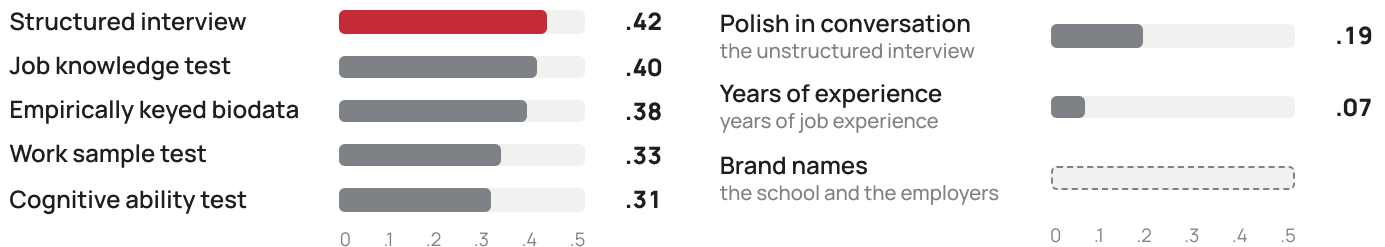


ONE PAGE

How we evaluate

Eighty-five years of selection research say the same thing in different words: some attributes predict how someone will perform, most do not, and people choosing by instinct reliably weight the wrong ones.

WHAT THE RESEARCH BACKS, AND WHAT PEOPLE OVERWEIGHT



Validity for overall job performance, from Sackett, Zhang, Berry & Lievens (2022): 0 tells you nothing, 1 would predict perfectly. School and employers are not among the predictors with strong evidence: no bar.

THE SCORING PRINCIPLE

A fixed rule, the same for every profile, because a rule usually predicts better than an overall impression of the same facts.

>50%

better prediction of job performance (Kuncel et al., 2013)

~10%

more accurate on average (Grove et al., 2000)

- Evidence and a confidence level with every score.
- "Unknown" is an allowed answer.
- The system ranks; it never decides.

TWO INDEPENDENT RATINGS

Every call: same questions, same order, anchored scoring, a transcript. Structured interviews predict performance about twice as well as the conversational kind: .42 against .19.

The interviewer rates during the call, against written anchors

A second rater scores the transcript without seeing those scores

Apart by more than a set gap? A person decides. Never averaged away.

THE FIVE STUDIES THAT MATTER MOST

1	Sackett et al. (2022) <i>Journal of Applied Psychology</i>	The current estimates: structured interviews top-ranked at .42, the conversational interview at .19, years of job experience at .07.
2	Schmidt & Hunter (1998) <i>Psychological Bulletin</i>	Eighty-five years of selection research in one table that shaped the field for two decades.
3	McDaniel et al. (1994) <i>Journal of Applied Psychology</i>	Structured interviews more valid than unstructured ones a generation ago: .44 against .33 for job performance.
4	Grove et al. (2000) <i>Psychological Assessment</i>	Mechanical prediction about 10% more accurate than clinical judgment on average; substantially better in 33% to 47% of studies, worse in 6% to 16%.
5	Kuncel et al. (2013) <i>Journal of Applied Psychology</i>	Combining the same data mechanically rather than holistically improved the prediction of job performance by more than 50%, even for experts.

Left out on purpose: which attributes we score, at which weights, from which signals. That is the method.