
QUICK VIEW™ HOURLY ASSESSMENT

TECHNICAL MANUAL

Last Updated: July 1, 2019



Corporate Headquarters

178 East Washington Street, Chagrin Falls, Ohio 44022
www.pradco.com | (440) 337-4700



TABLE OF CONTENTS

Chapter

- I. INTRODUCTION..... 2
- II. BEHAVIOR DEFINITIONS.....4
- III. ADMINISTRATION AND SCORING... 5
- IV. USES AND APPLICATIONS 8
- V. ASSESSMENT DEVELOPMENT AND VALIDATION.....10

Tables

- 1. Turnover Before and After the Quick View™ Hourly Assessment Was Used..... 10
- 2. Correlation of Scores with Turnover and Performance Ratings 10
- 3. Quick View™ Hourly Assessment Benchmark for Production Associates11
- 4. Correlation of Scores with Performance Group 11
- 5. Quick View™ Hourly Assessment Benchmark for Warehouse Workers12
- 6. Quick View™ Hourly Assessment Behaviors Differentiated Top/Bottom Performers12
- 7. Quick View™ Hourly Assessment Benchmark for Maintenance Mechanics13
- 8. Correlation of Scores with Quick View™ Hourly Assessment 13
- 9. Adverse Impact Results for Quick View™ Hourly Assessment15

CHAPTER I. INTRODUCTION

Philosophy

PRADCO's assessment philosophy is to capture the behaviors and attitudes that are most frequently demonstrated on the job. As with all of PRADCO's assessments, every effort is made to ensure that statements are behavioral and, therefore, observable. All response options are positively worded so that people are not required to select negative items to describe themselves. This is done deliberately based on findings from studies done on earlier assessments. PRADCO assessments are designed in a forced-choice format, minimizing the occurrence of faking or exaggeration, and allowing for more accurate scores to be generated.

PRADCO believes that the qualities needed to be successful in one organization are different from those that might be needed in another setting. In addition, different roles and positions require different skill sets. Further, organizations have individual cultures and unique circumstances that can influence what type of person will succeed there. To make determinations about these issues, PRADCO utilizes a benchmarking process to tailor the Quick View™ Hourly Assessment to individual roles and organizations. This allows for the identification of behaviors most critical to success in a specific job. When the appropriate work has been done to establish a benchmark, the Hourly TalentScan Assessment can be used to gain information about people and to compare their scores to those of the most successful employees. We also encourage clients to gather data to link Hourly TalentScan Assessment scores with measurable performance outcomes.

About the Quick View™ Hourly Assessment

The Quick View™ Hourly Assessment measures factors critical to success in hourly roles across a variety of work settings. Seventeen behaviors are assessed through a series of 85 pairs of behavioral statements. People complete the measure by selecting the statement in each item pair that best describes their behavior. Since every statement reflects a favorable work behavior, the person must make a choice between equally desirable items. This forced-choice format reveals the behaviors or attitudes that an individual emphasizes most and is likely to display.

The Quick View™ Hourly Assessment is used several ways:

- As part of a larger battery to comprehensively assess job candidates
- As a tool to assess the developmental needs of current employees
- To identify critical success factors for a job
- As a basis for generating follow up questions to probe job-relevant behaviors
- As a basis for generating developmental suggestions that maximize new-hire success

Scores on each behavior are expressed as percentiles that indicate someone's relative standing to others who have taken the assessment. For example, a candidate who scores at the 94th percentile on *Responsiveness* has scored higher than 93 out of 100 individuals who have taken the assessment. The norms are based on a broad population of individuals who take the Quick View™ Hourly Assessment. Norms are updated on a regular basis to reflect current population trends.

This manual provides an in-depth description of the Quick View™ Hourly Assessment, including behaviors measured, administration and scoring procedures, uses and applications, and further information about the assessment's development and validation.

CHAPTER II. BEHAVIOR DEFINITIONS

Based on years of experience assessing people, previous research studies conducted by PRADCO, and a review of relevant literature, 17 behaviors were identified as being related to successful performance as an hourly employee. These behaviors reflect actions displayed by employees performing at or above expectations in a variety of roles and settings, and are defined as follows:

Quick View™ HOURLY PRADCO

Motivating Factors

AMBITION:	Wanting more responsibility and seeking advancement.
IMPROVEMENT:	Developing skills and enhancing how things are done.

Work Approach

RESULTS:	Meeting commitments and being personally productive.
DEPENDABILITY:	Being on time and maintaining a good attendance record.
PROACTIVE:	Taking independent action to move things forward.
QUALITY:	Paying attention to detail and working with accuracy.
FLEXIBILITY:	Adjusting to change and adapting to different circumstances.
RESPONSIVENESS:	Attending to people's needs in a timely manner.
SAFETY:	Following procedures and making safety a top priority.

Interpersonal

ATTITUDE:	Having a positive disposition toward people.
-----------	--

ASSERTIVE:	Speaking up and sharing opinions with others.
EVEN TEMPERED:	Maintaining emotions and composure in all situations.
TEAMWORK:	Being cooperative and working closely with others.
COMMUNICATIVE:	Sharing information regularly and in a clear manner.
VERSATILITY:	Understanding and adapting to different people's styles.

Decision Making

INTEGRITY:	Being forthright, honest, and demonstrating ethical standards.
RESOURCEFUL:	Finding solutions and new ways to handle problems.

CHAPTER III. ADMINISTRATION AND SCORING

Administration

The Quick View™ Hourly Assessment can be taken on a desktop computer or mobile device. Standard instructions are provided. The items consist of two (2) statements describing work-related behaviors. Individuals must select which of the two statements best describes them. There are 85 item pairs, and people work at their own pace. Administration time is approximately 15-20 minutes.

The assessment is available online through our testing site. To maintain security, clients are issued a username and an access code to administer the assessment, and a separate code is issued to the individual authorized to retrieve scores as well as the person taking the assessment.

Once test-takers have completed the assessment, a computerized report containing the results is emailed to the individual(s) designated by the client to receive results. The report includes the candidate's scores on each of the 17 behaviors, their score on a performance benchmark if the organization has established one, a set of 12 computer-generated follow up questions, and a set of six (6) computer-generated developmental suggestions.

Scoring

For each of the 17 behaviors measured by the Quick View™ Hourly Assessment, candidates receive a percentile score, ranging from 1-99, that is derived from a norm base consisting of thousands of people who have taken the assessment previously. Scores are classified into one of three ranges based on previous studies conducted by PRADCO:

- High scores (71st – 99th percentile) are probable strengths and represent behaviors that the person frequently demonstrates on the job.

- Moderate scores (30th–70th percentile) are typically positive and represent behaviors that the person occasionally demonstrates on the job.
- Low scores (1st–29th percentile) may indicate developmental needs or represent behaviors that are less relevant to the person's current job.

In many cases, it is useful to develop a benchmark of success for a particular role. Benchmarking is a way to sharpen the focus of the Quick View™ Hourly Assessment to make it relevant to a specific job and its unique demands. The benchmarking process yields a subset of six (6) or seven (7) behaviors that are most predictive of successful outcomes in the organization. There are three

(3) types of benchmarking PRADCO utilizes:

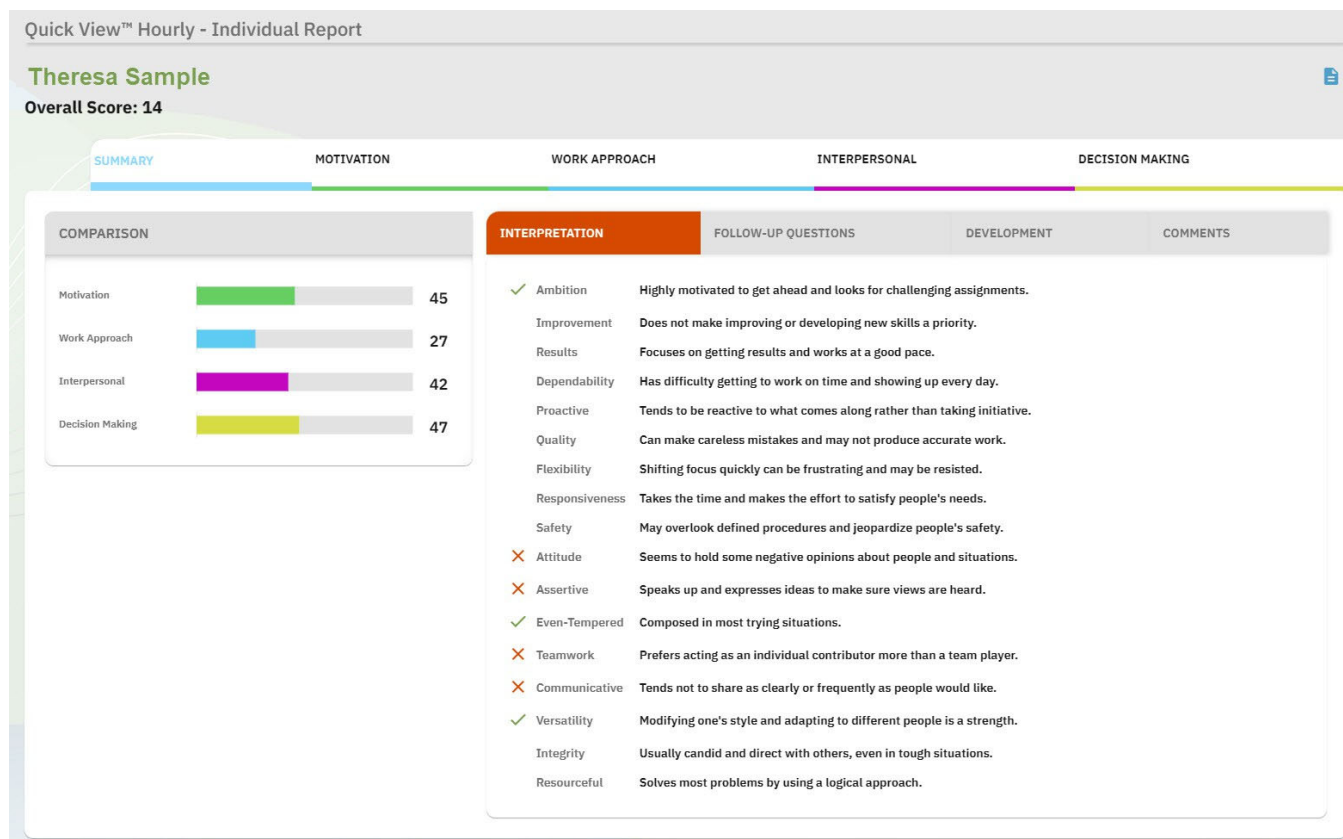
- Full Validation (Recommended option)
 - A work group or large sample of employees in a job is identified to complete the Hourly PRADCO Assessment
 - The participating organization provides existing performance metrics to indicate the success of job incumbents (rating forms can be provided)
 - Analyses are conducted to show which behaviors are most related to performance
 - Performance on the Quick View™ Hourly Assessment is statistically connected to current employee performance, providing evidence of validity
- Contrast Analysis (When a full validation is not feasible)
 - Top and bottom groups of employees are identified based on performance
 - Employees in these groups complete the Quick View™ Hourly Assessment
 - TalentScan scores are compared for the two (2) groups to identify behaviors that differentiate top and bottom performers in the organization, such that top performers score higher on average than bottom performers
 - Additional behaviors are included in the benchmark when average scores are high for both groups, as this can be indicative of a culture fit characteristic
- Focus Group (When a contrast analysis is not feasible)
 - Subject matter experts are identified to discuss important aspects of the job being benchmarked, including key success characteristics and potential derailers
 - Critical themes from the discussion are linked to PRADCO behaviors

Each behavior chosen for the benchmark is assigned a target range (e.g., 50-99) that constitutes hitting the benchmark for that specific behavior.

Once a benchmark is established, people also receive a score, which typically ranges from 1-100. Each behavior included in the benchmark receives equal weighting toward the overall score. Candidates can:

- Gain points for scoring within the established target range for a given benchmark behavior (maximum points) or for scoring within the moderate range (i.e., 30 and above) but not within the target range (partial points)
- Lose points for scoring especially low on a benchmark behavior (i.e., 15 and below)
- Neither gain nor lose points for scoring outside of the ranges outlined above

A sample Quick View™ Hourly Assessment benchmark page is below:



CHAPTER IV. USES AND APPLICATIONS

As an Interview Tool for Job Applicants

The Quick View™ Hourly Assessment can assist hiring professionals in determining if a candidate merits further consideration in the selection process. The assessment can be used for a variety of positions. Used in this way, the Quick View™ Hourly Assessment provides considerable value in streamlining the selection process. It enables hiring managers to focus their interviewing around candidate strengths and weaknesses. When the Quick View™ Hourly Assessment is used as a screening tool, a benchmark study is recommended.

As Part of a Larger Test Battery

The Quick View™ Hourly Assessment makes an important contribution to a larger battery of tests we use for higher-level roles. In combination with personality inventories, questionnaires, specific skill measures, and other assessments, the Quick View™ Hourly Assessment adds information about motivating factors, work approach, interpersonal skills, and decision making. This is helpful in evaluating people for hourly roles in all industries by adding critical data about factors that are essential for success on the job.

To Assess Training Needs

The Quick View™ Hourly Assessment provides a variety of scores on individual behaviors. The pattern of scores illustrates an individual's areas of strength and weakness. Knowledge of these patterns will enable supervisory staff to provide the necessary training and coaching to help a person improve. The scores can also be shared with people in structured feedback sessions to provide insight into their behavior and facilitate developmental discussions. The Quick View™ Hourly Assessment can be administered to groups to identify the collective strengths and deficiencies of a department or job level. The latter has become more prominent as interest in succession planning has grown.

To Identify Critical Success Factors

PRADCO has developed a benchmark-building process to enhance the effectiveness and utility of its assessments. By administering the Quick View™ Hourly Assessment to samples of employees currently working in a job, score patterns can be identified to create a benchmark that characterizes successful performance. Comparing future candidates to this benchmark helps determine which candidates are most likely to meet and exceed expectations.

To Generate Follow Up Questions

Follow up questions are computer generated for every Quick View™ Hourly Assessment report. When a benchmark is established, these questions are pulled from the benchmark behaviors a person scores lowest on. Otherwise, questions are taken from behaviors across the assessment that people gave the least emphasis to. By probing into areas in which individuals score low, the interviewer can gain behavioral incidents that provide evidence for how a person is likely to handle relevant, job-related experiences. In addition to the questions provided, other questions can be easily constructed using the behavioral descriptions provided for each score. We generally recommend a two-fold approach, whereby interviewers probe deeper into behaviors with lower scores while confirming behaviors with higher scores.

To Generate Developmental Suggestions

Developmental suggestions are also provided for every Quick View™ Hourly Assessment report, using the same criteria referenced above with regard to follow up questions. Each report contains suggestions pertinent to six (6) behaviors on the assessment. For each behavior, a brief description of the behavior's significance to leadership effectiveness is followed by a set of three (3) suggestions that are specific, actionable, and measurable. We recommend providing this portion of the report to newly hired or current employees, as the suggestions are written directly to them.

CHAPTER V. ASSESSMENT DEVELOPMENT AND VALIDATION

Assessment Development Process

The Quick View™ Hourly Assessment was designed to update a forced-choice assessment that PRADCO had previously administered to hourly job candidates: the *Competency Index*. Three (3) major changes were made to the assessment as part of this update.

First, two (2) behaviors that appeared in the *Competency Index* were removed: Loyalty and Judgment. Based on feedback from clients as well as benchmarking studies, it was determined that these behaviors are more important for higher-level roles and salaried positions.

Second, two (2) behaviors that did not appear in the *Competency Index* were added: Dependability and Safety. These behaviors had been utilized in other assessments with a high degree of effectiveness amongst hourly workers, making them prime candidates for inclusion in the Quick View™ Hourly Assessment. They also capture aspects of success in entry-level jobs that were missing previously.

Finally, three (3) behaviors were replaced with newer, updated versions and item sets reflecting those behaviors. Specifically, the Hourly TalentScan Assessment replaces Service with Responsiveness, Initiative with Proactive, and Composure with Even-Tempered.

New items were written and tested for the behaviors that had not previously appeared. Meanwhile, items for pre-existing behaviors were carried over into this assessment and paired with one another in a way that enabled new behavior items to be appropriately integrated. The end result was a list of 17 behaviors represented by 85 item pairs.

Item Format

To minimize the risk of bias, a forced-choice format was maintained with the Quick View™ Hourly Assessment. Historically, self-report instruments have been susceptible to several types of bias. First, individuals may consciously attempt to present themselves in an overly positive light to create a good impression. This can lead to impressions about them

that are not entirely true. Secondly, candidates may try to sway their responses to create a pattern that they believe the employer desires. For example, if a job requires working at a fast pace, candidates may consistently endorse items that show quick thinking even though this is not an accurate description of their behavior. To address these potential problems, the forced-choice format was used. People evaluate two (2) statements and indicate which is most like them. It is difficult for a person to choose the most desirable response to a question because both alternatives are equally positive. Secondly, statements from one behavior are randomly paired with statements from other behaviors so that it is difficult for people to consistently endorse one behavior they believe the organization values.

Validity Evidence

Multiple studies have been conducted to assess the relationship between Quick View™ Hourly Assessment behaviors and turnover or job performance. Several of these studies are

outlined below as a means of establishing validity across various types of hourly roles.

Manufacturing Employees – Molding Factory

The Quick View™ Hourly Assessment was utilized for the purpose of improving turnover at a manufacturing facility. An initial benchmark was established and used based on existing employees and their on-the-job performance. Using this benchmark yielded the outcomes shown in **Table 1**, whereby turnover decreased from 78% in the seven months prior to using the Quick View™ Hourly Assessment to 55%. A second analysis was done on data provided for 68 job candidates who had taken the Quick View™ Hourly Assessment as part of the hiring process. This enabled a comparison of average percentile scores on Quick View™ Hourly.

Assessment behaviors for those who had stayed with and left the organization. An adjusted benchmark was proposed whereby scores emerged as a significant predictor of remaining employed with the organization. As noted in **Table 2**, scores were also a significant predictor of whether performance met or fell below standards.

Using Return on Investment (ROI) calculations, we were able to show that the existing benchmark saved the organization \$74,322 on their hiring, providing them with an ROI of 563%. We further established that making a couple changes to the benchmark could have yielded an additional savings of \$86,709 for a total ROI of 1220%. While other factors are certain to contribute to these results, they clearly established the value of utilizing the Quick View™ Hourly Assessment.

Table 1. Turnover Before and After the Quick View™ Hourly Assessment Was Used

	Pre-Assessment (June-December 2016)	Post-Assessment (January-July 2017)
Hired within 7 months	290	75
Left/fired within 7 months	226	41
Turnover Percentage	78%	55%

Table 2. Correlation of Scores with Turnover and Performance Ratings

	Correlation	Statistical Significance
Scores and Turnover	.330	P < .01
Scores and Supervisor Performance Ratings	.247	p < .10

Note. N = 68 and 46, respectively.

Production Associates – Precision Machining Affiliate

Thirty-four Production Associates were asked to complete the Quick View™ Hourly Assessment as part of a benchmarking process. Each employee's supervisor then categorized them as a top, middle, or bottom performer. Average scores of the top and bottom-performing groups were then compared to recommend the benchmark listed in **Table 3**.

Table 3. Quick View™ Hourly Assessment Benchmark for Production Associates

Behavior	Definition	Group Average	
		Top	Bottom
	Motivating Factors	N=7	N=10
Ambition	Wanting more responsibility and seeking advancement.	46	67
Improvement	Developing skills and enhancing how things are done.	63	84
	Work Approach		
Results ☐	Meeting commitments and being personally productive.	61	39
Dependability	Being on time and maintaining a good attendance record.	18	18
Proactive *	Taking independent action to move things forward.	88	82
Quality ☐	Paying attention to detail and working with accuracy.	67	31
Flexibility	Adjusting to change and adapting to different circumstances.	65	84
Responsiveness ☐	Attending to people's needs in a timely manner.	85	58
Safety	Following procedures and making safety a top priority.	41	41
	Interpersonal		
Attitude *	Having a positive disposition toward people.	71	62
Assertive	Speaking up and sharing opinions with others.	84	90
Even Tempered	Maintaining emotions and composure in all situations.	49	42
Teamwork	Being cooperative and working closely with others.	45	67
Communicative	Sharing information regularly and in a clear manner.	64	75
Versatility	Understanding and adapting to different people's styles.	56	56
	Decision-Making		
Integrity	Being forthright, honest, and demonstrating ethical standards	45	79
Resourceful *	Finding solutions and new ways to handle problems.	85	78

✓ Recommended Benchmark Behaviors Based on Top/Bottom Group Differences

* Recommended Benchmark Behaviors Based on Overall High Scores

Using this benchmark, scores were then calculated for each employee. As the significant correlation in **Table 4** illustrates, Production Associates scoring higher on the Quick View™ Hourly Assessment were more likely to be placed in the high-performing group by their manager.

Table 4. Correlation of Scores with Performance Group

	Correlation	Statistical Significance
Quick View™ Hourly Assessment and Performance Group	.532	p = .001

Note. N = 34.

Warehouse Workers – Electrical Wholesale Distributor

Sixteen top and bottom performers completed the Quick View™ Hourly Assessment as part of a benchmarking study for an electrical wholesale distributor. Based on average scores for each of the groups, the benchmark illustrated in **Table 5** was recommended.

Table 5. Quick View™ Hourly Assessment Benchmark for Warehouse Workers

Behavior	Definition	Group Average	
		Top	Bottom
		N=8	N=8
Motivating Factors			
Ambition	Wanting more responsibility and seeking advancement.	90	96
Improvement	Developing skills and enhancing how things are done.	81	72
Work Approach			
Results *	Meeting commitments and being personally productive.	93	93
Dependability	Being on time and maintaining a good attendance record.	39	22
Proactive	Taking independent action to move things forward.	59	82
Quality ☐	Paying attention to detail and working with accuracy.	92	60
Flexibility ☐	Adjusting to change and adapting to different circumstances.	61	50
Responsiveness ☐	Attending to people's needs in a timely manner.	59	34
Safety	Following procedures and making safety a top priority.	47	75
Interpersonal			
Attitude ☐	Having a positive disposition toward people.	68	58
Assertive	Speaking up and sharing opinions with others.	79	71
Even Tempered	Maintaining emotions and composure in all situations.	30	67
Teamwork	Being cooperative and working closely with others.	33	42
Communicative	Sharing information regularly and in a clear manner.	69	85
Versatility	Understanding and adapting to different people's styles.	21	59
Decision-Making			
Integrity ☐	Being forthright, honest, and demonstrating ethical standards	60	22
Resourceful *	Finding solutions and new ways to handle problems.	74	74

✓ Recommended Benchmark Behaviors Based on Top/Bottom Group Differences

* Recommended Benchmark Behaviors Based on Overall High Scores

Scores for each employee that were calculated on the basis of this benchmark correlated significantly with performance group, as **Table 6** shows. In other words, Warehouse Workers with higher scores on the Quick View™ Hourly Assessment were more likely to be rated by their supervisors as top performers.

Table 6. Correlation of Scores with Performance Group

	Correlation	Statistical Significance
Scores and Performance Group	.640	p = .008

Note. N = 16.

Maintenance Mechanics – Sustainable Energy Producer

Maintenance Mechanics were asked to complete the Quick View™ Hourly Assessment as part of a benchmarking study. Meanwhile, supervisors identified five (5) top performers and five (5) bottom performers, whose average scores are listed along with a recommended benchmark in **Table 7**.

Table 7. Quick View™ Hourly Assessment Benchmark for Maintenance Mechanics

Behavior	Definition	Group Average	
		Top N=5	Bottom N=5
Motivating Factors			
Ambition	Wanting more responsibility and seeking advancement.	36	67
Improvement	Developing skills and enhancing how things are done.	61	61
Work Approach			
Results	Meeting commitments and being personally productive.	64	64
Dependability	Being on time and maintaining a good attendance record.	26	37
Proactive ☐	Taking independent action to move things forward.	52	40
Quality ☐	Paying attention to detail and working with accuracy.	43	15
Flexibility ☐	Adjusting to change and adapting to different circumstances.	74	52
Responsiveness ☐	Attending to people's needs in a timely manner.	78	68
Safety	Following procedures and making safety a top priority.	51	67
Interpersonal			
Attitude *	Having a positive disposition toward people.	69	89
Assertive	Speaking up and sharing opinions with others.	93	84
Even Tempered	Maintaining emotions and composure in all situations.	65	72
Teamwork	Being cooperative and working closely with others.	45	56
Communicative	Sharing information regularly and in a clear manner.	50	50
Versatility ☐	Understanding and adapting to different people's styles.	77	45
Decision-Making			
Integrity	Being forthright, honest, and demonstrating ethical standards	57	79
Resourceful *	Finding solutions and new ways to handle problems.	76	66

✓ Recommended Benchmark Behaviors Based on Top/Bottom Group Differences

* Recommended Benchmark Behaviors Based on Overall High Scores

Scores for each employee that were calculated on the basis of this benchmark correlated significantly with performance group, as **Table 8** shows. In other words, Maintenance Mechanics with higher scores on the Quick View™ Hourly Assessment were more likely to be rated by their supervisors as top performers.

Table 8. Correlation of Scores with Performance Group

	Correlation	Statistical Significance
Scores and Performance Group	.664	p = .036

Note. N = 10.

Fairness Evidence

Assessments are determined to be fair when demographic factors such as gender and age are statistically shown to have no bearing on the rate at which people achieve passing scores. The statistical analysis for this is commonly referred to as adverse impact analysis. Several methods for determining the absence or presence of adverse impact have been used in court proceedings where the fairness of an assessment was in question. Thus, a robust analysis whereby several calculations yield a similar finding of no adverse impact is the current industry standard.

To assess the Quick View™ Hourly Assessment for adverse impact, we utilized a spreadsheet from adverseimpact.org that provides the following five calculations for adverse impact:

- The Four-Fifths Rule
 - The simplest and most common way of assessing for adverse impact
 - The group with the lower selection rate (e.g., seven (7) out of ten (10) passed = 70% selection rate) still has a selection rate that is at least 80% as high as that of the group with the higher selection rate
 - This test has the most likelihood of concluding adverse impact exists when it does not
- The Rule of One
 - Retests the four-fifths rule assuming that one (1) more person from the minority group was hired while one (1) more person from the majority group was not hired
 - When this retest causes the selection rate ratio to cross the 80% threshold, it can be concluded that any adverse impact finding is likely due to small sample sizes
- Fisher's Exact
 - Statistically assesses whether the selection rate difference between the two (2) groups is too large to be due to chance
- Chi Square
 - Determines whether the observed selection rate for a minority group is statistically lower than the expected selection rate, based on how the majority group fared
- Z Ratio
 - Evaluates statistically whether the selection ratios of two (2) groups are similar enough to come from a single group (no adverse impact) or large enough to signify independent groups (adverse impact)

The Quick View™ Hourly Assessment does not independently yield a determination of whether or not a candidate has “passed,” even when a benchmark is being used. Nevertheless, establishing the absence of adverse impact is important from a test fairness standpoint. Thus, for the sake of

this analysis, we established a cut score whereby candidates obtaining a score of 60 or above were regarded as passing the assessment, while candidates obtaining a score of 59 or below were regarded as failing the assessment. This is in keeping with our general counsel to clients that candidates scoring at or above a 60 on the assessment can be viewed as fitting the benchmark reasonably well relative to those who score below a 60.

Candidates taking our assessments can opt to provide demographic information regarding their gender and/or race, providing us with the data we need to establish test fairness across these categories. As the results in **Table 9** show, there is no evidence of adverse impact on the basis of gender or race for the Quick View™ Hourly Assessment across any of the measures of adverse impact that were deployed. Thus, the Quick View™ Hourly Assessment appears to be a fair assessment that does not contain bias on the basis of gender or race.

Table 9. Adverse Impact Results for Quick View™ Hourly Assessment

	Hourly TalentScan Score		Evidence of Adverse Impact?				
	60 or Above	Below 60	4/5 Rule	Rule of 1	Fisher's Exact	X ²	Z Ratio
Gender							
Male	1368	703	----	----	----	----	----
Female	681	286	NO	NO	NO	NO	NO
Race							
White	1072	552	----	----	----	----	----
African American	757	293	NO	NO	NO	NO	NO
Hispanic	116	70	NO	NO	NO	NO	NO
Asian	27	23	NO	NO	NO	NO	NO

[†] Based on 3,038 candidates who completed the assessment and opted to identify gender/race

Summary

The research studies presented above provide support for the reliability, validity, and fairness of the Quick View™ Hourly Assessment. The Quick View™ Hourly Assessment can be used as a measure of an individual's ability to perform as an hourly employee in a broad range of organizations. Once an effort is made to understand the competencies required to perform any given job well, a specific subset of behaviors can be used from the Quick View™ Hourly Assessment to identify those who are most likely to perform best on the job.