

# Why Wonderlic Assessments Deliver the Most Predictive Results

With so many assessment providers to choose from, it can be challenging to identify which one is right for your business.

## So what does the research say?

Employee behavior is complex, and there are many paths to being successful on the job. That's why it's essential to measure talent holistically—and why Wonderlic's "whole person" assessments combine three of the most predictive constructs into one easy-to-understand score.

For decades, research has shown cognitive ability to be the construct most predictive of job performance\*. But in recent years, follow-up research has shown that whole-person assessments that measure multiple aspects of employee potential are even more predictive of on-the-job success\*\*.



**Cognitive Ability**



**Personality**



**Motivation**

88



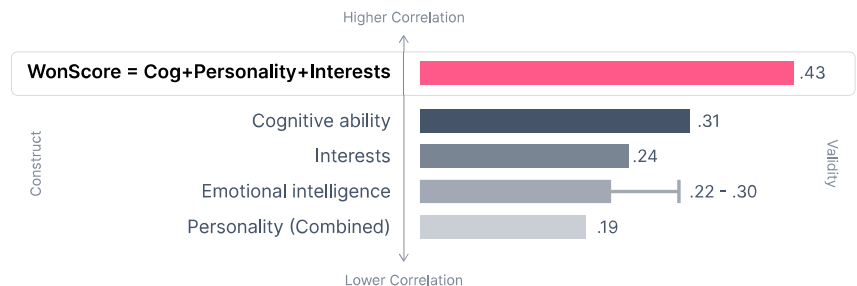
\* Schmidt, F. L., & Hunter, J. E. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 124, 262–274.

\*\*Sackett, P. R., Zhang, C., Berry, C. M., & Lievens, F. (2021). Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology*. Advance online publication.

## New research: Multi-measure assessments are most predictive of job success.

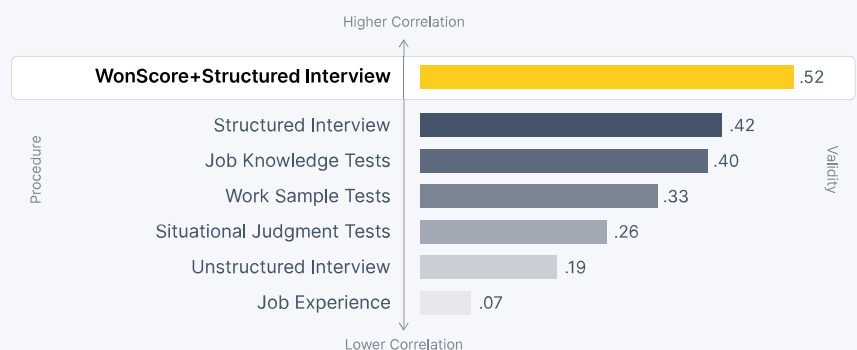
This follow-up research, conducted by I-O psychologist Paul Sackett and his colleagues in 2021, synthesized hundreds of studies to understand how supervisor ratings of their employees' performance correlated to how they scored on assessments of key job-related constructs. And the assessments that correlated most highly with job performance—by a significant amount—were holistic, multi-measure assessments like WonScore.

### The correlation between assessment scores and performance ratings



## Multi-measure assessments can also increase the predictive power of other hiring methods.

Additionally, Sackett and colleagues synthesized hundreds of other studies to understand how common methods used to make hiring decisions (like the Structured Interview) correlate to supervisory ratings of job performance. While these methods work well on their own, multi-measure assessments like WonScore can easily supplement existing processes and improve prediction of job performance.



The data is clear:

**Wonderlic's "whole person" assessment is the most trustworthy approach**

to finding the best talent for every role and can easily improve your existing hiring processes.



To learn more about how Wonderlic's WonScore assessment can help you hire with more confidence, schedule time to speak with a talent expert [here](#).

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