



Assessment Toolkit for Candidates

February 2021

Where people meet potential

Personality Based Assessments

What are they and how do they work?

This is not the test you took in high school.

There are no right or wrong answers that cause a candidate to fail. Rather, it is the pattern of responding across multiple items, and multiple item types, that identifies how high or low an individual is on a variety of important competencies. The combination of these competencies indicates the likelihood of success on the job.



How do we know these assessments work?

The assessments were developed based on years of research into the evidence-based and job relevant critical factors that predict success across a wide variety of healthcare positions and hospital environments. Based on the information collected during extensive job analyses with current employees at MD Anderson, these tools were chosen to be implemented at the institution. The assessments measure behavioral competencies that drive success in the jobs at MD Anderson and ensure candidate alignment with the high standards of the MD Anderson Culture.

Assessments increase the predictive accuracy of the hiring process by providing an objective and reliable measurement of individuals' strengths and weaknesses.

Assessments are an objective approach in the hiring process. They are the best tool in the hiring process to forecast the likelihood of future behaviors (e.g., turnover, performance, job fit).



Preparing for the Assessment

Prior to beginning the assessments, it is important to:

- Make sure you are in a quiet space, free from distractions and set aside enough time to take the assessment to ensure you do not feel rushed.
 - The on-screen messages will inform you how long the assessment will take to complete. Depending on the position you are applying to, you may take one or more assessments that range from 25-45 minutes.
- Follow the recommended platform guidelines for completion (e.g., should you take the assessment on a computer or mobile device).

While taking the assessment, keep the following in mind:

- Read the instructions thoroughly before completing each section.
- Answer questions with your behavior at work in mind (e.g., select your responses based on how you would treat your coworkers versus how you might treat a friend).
- Answer honestly. Remember that applying for a job is a two-way street. You want the organization to like you, but you also want to make sure you like the organization. Answering honestly will ensure you are truly a good fit for the position.
 - Do not try to answer the questions in an 'ideal' way. Most assessments have social desirability scales built in to determine if the applicant is being truthful. Trying to "game the test" often results in failure.
- Put your best foot forward! Take the assessment seriously and answer to the best of your ability.



Next Steps

Once you have completed your assessments, you can find the status of your application on the MD Anderson dashboard where you will be able to check the status of your application.



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