

Global Selection Methods

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Barry Kozloff
Selection Research International, Inc.

Topics of Discussion

a/c **How Do We Properly Assess People?**

a/c **How Should We Use Assessment Results?**

a/c **How Do We Measure People?**

The Development of Global Manpower Requires Selection Technology

"What makes one employee better than another employee for an international assignment?"

"What makes an employee more suitable for an assignment at one time and less suitable at another?"

Global Selection Technology

Evaluates factors and conditions predicting:

a/c Employee Job Suitability

a/c Personal & Family Internal Resources for Acculturation

Federal Selection Guidelines

The Federal Uniform Guidelines on Employee Selection Procedures apply equally to domestic & global assessment & selection practices.

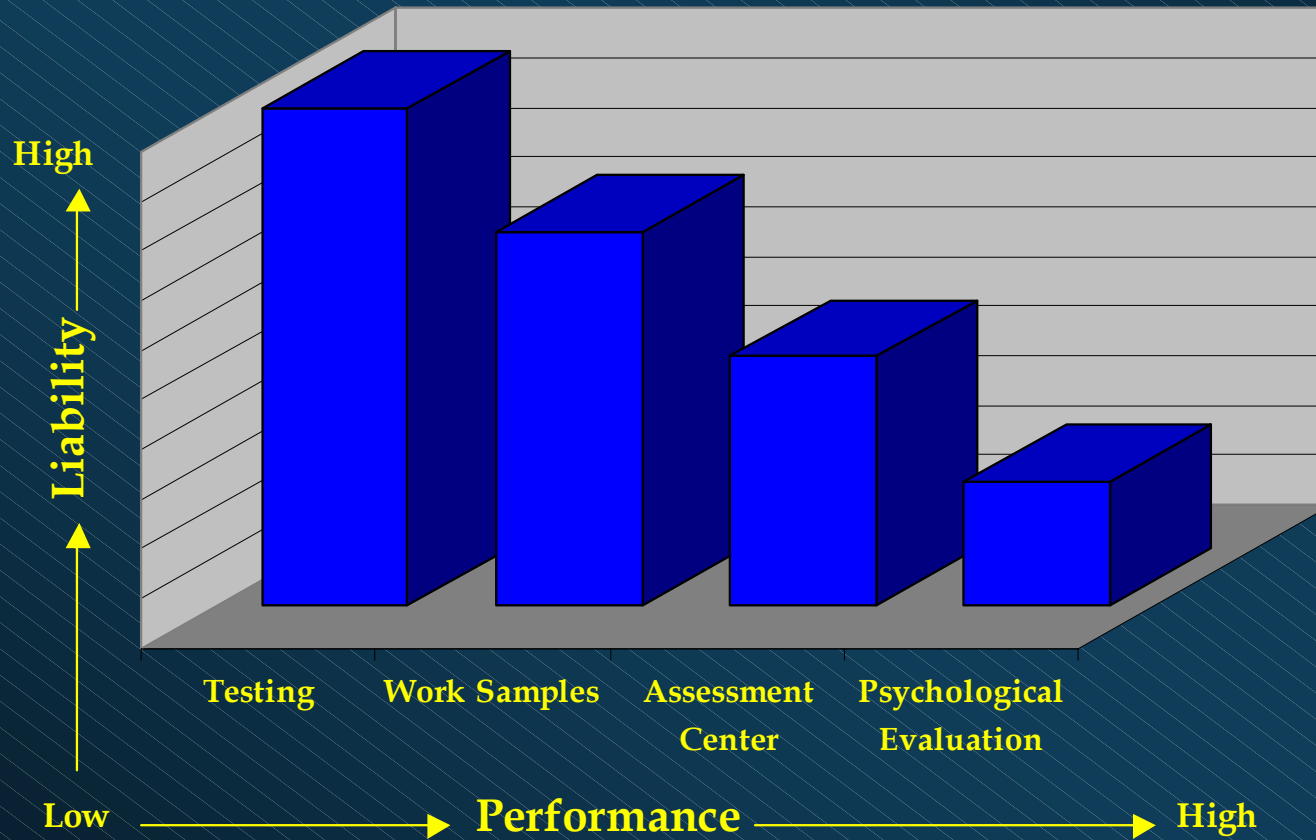
Corporate & Consultant/Vendor selection methods must adhere to the Federal Uniform Guidelines on Employee Selection Procedures.

Corporate Liability vs. Predicting Job Performance

Auditing selection methods:

From published tests, unpublished tools & inventories, to the formal psychosocial evaluation ...

Selection Methods: Liability vs. Performance



Individual vs. Organizational Learning Model

Assessment Applications:

a/c **Candidate Selection**

a/c **Career Planning**

a/c **Coaching & Development**

a/c **Assignment Management**

a/c **Succession & Organization Planning**

a/c **For employees, managers, executives & spouses / partners and families**

Insuring Your Investment

- a/c* **How Do We Know If Our People Have What It Takes to Succeed?**
- a/c* **Do We Have a Common Definition of Success?**
- a/c* **If So, What Is Success?**
- a/c* **How Do You Measure Expatriate ROI?**

Defining Success

a/c **What Is the Job?**

a/c **Why Are They Going?**

a/c **Where Are They Going?**

Proper Assessment of Global Candidates

Selection Technology: Process & Methods

a/c Candidate, Spouse & Family:
Self-Report

a/c Internal Screening: HR, Technical,
Recruiters, Supervisor

a/c External: Formal Psychological &
Social Evaluation

Using Assessment Results

a/c **Are They the Best / Right Candidate?**

a/c **Strengths & Developmental
Deficiencies/Gaps**

a/c **Spousal/Familial Issues**

a/c **What Do We Do With the Information?!**

Still Using Assessment Results

a/c **Assignment Management**

a/c **Performance Management**

a/c **Developmental & Career Planning**

a/c **Manpower Development: Succession
& Organizational Planning**

Measurement

a/c **Traditional Performance Indicators**

a/c **Non-Traditional Performance Indicators**

a/c **Who Are the Gate Keepers?**

Personality Factors

a/c **Confidence / Emotional Maturity**

a/c **Self-reflection / Insight**

a/c **Intelligence / Critical Thinking Skills**

a/c **Social Intelligence / Interpersonal Skills**

a/c **Flexibility / Adaptation**

a/c **Emotional Balance**

a/c **Health**

Personality Factors

a/c **Tolerance / Judgment / Patience**

a/c **Motivation / Initiative**

a/c **Values & Ethics**

a/c **Responsibility**

a/c **Independence / Self-reliance**

a/c **Personal Relationships**

Familial Conditions

a/c **Personal Relationships: Who Are They?
What Do They Mean to Me?**

a/c **Spouse, Partner, Past Relationships**

a/c **Children: Ages, Health & Educational
Issues, Legal Considerations**

a/c **Parents, Siblings**

a/c **Grandparents**

Global Leadership

a/c **Vision**

a/c **Innovative & Creative**

a/c **Focus, Execute, Implement**

a/c **Sense of Urgency**

a/c **Deal Effectively with Conflict
& Ambiguity**

a/c **Results-oriented**

a/c **Scan Environment**

Global Leadership

- a/c* **Long Range Perspective**
- a/c* **Team Player / Team Builder**
- a/c* **Sell Ideas Cross-functionally**
- a/c* **Use Different Management Styles**

Questions?