

WAA

Workplace Alignment Assessment

Measures:

- ✓ Candidate's work preferences
- ✓ Alignment between a candidate's work preferences and what the organization provides

Estimated Time: 10 minutes



The Workplace Alignment Assessment (WAA) helps organizations identify people who are more likely to be committed to the organization, satisfied in their role, and willing to put in extra effort at work. The assessment provides insight into the work factors that are most important to a candidate in their ideal job and then compares those preferences to an organizational profile. By selecting candidates whose work preferences are aligned with what the organization provides, you'll build a more engaged, satisfied, and committed workforce.

Vince Sample

Position: Sample Test Portfolio
 Test Date: June 5, 2023
 Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0



PERSONALITY TEST

Workplace Alignment Assessment

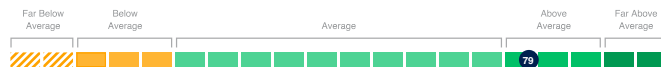
Results Summary

79th Percentile

Above Average

This assessment measures the degree of alignment between a candidate's work-related preferences and the environment provided by the organization. Candidates are more likely to be committed to their employer and put in extra effort during their time at work when their most valued needs and preferences are emphasized by the organization.

Results Summary



Vince's overall Workplace Alignment score was higher than 79% of other people who have completed this assessment previously, which indicates that they are likely to:

- Feel a strong sense of alignment between what's important to them in their ideal job and what's provided by the organization
- Experience a strong sense of commitment to the organization
- Often go above and beyond role requirements to benefit the organization
- Feel satisfied with the working environment

Results Details

Of the 20 Work Factors Vince was asked to rank, the top four were:

- **Autonomy:** Planning one's work without significant involvement from supervisors
- **Policies and Procedures:** Receiving fair and equitable treatment from the organization
- **Independence:** Working independently of others
- **Supervision – Technical:** Receiving comprehensive training from supervisors

Score Report Data That Helps You Hire

Each report provides powerful information in an intuitive and easily understandable format.

What you'll find:

- 1 Percentile score
- 2 Work Factors Profile Match
- 3 The candidate's rankings for the 20 work factors
- 4 Customized interview questions to explore gaps

Results are instant – view your candidates' score reports as soon as they finish the assessment.

When the most important aspects of a person's ideal job are actually provided and emphasized by the organization, then that person is more likely to:

- ✓ Remain with the organization
- ✓ Become committed to the organization
- ✓ Contribute positively to the organization



Find candidates who are aligned with your organization

The WAA asks candidates to describe their ideal workplace using a standardized set of 20 work factors. For example, do they value job security over advancement? Or recognition over compensation?

This candidate profile is then compared to an organizational profile that describes what the organization offers to its employees.

The degree of alignment between the candidate's profile and the organization's profile indicates how committed and satisfied the candidate is likely to be in the role. The assessment report also highlights areas of potential misalignment, and provides suggested interview questions so these areas can be explored further during the hiring process.

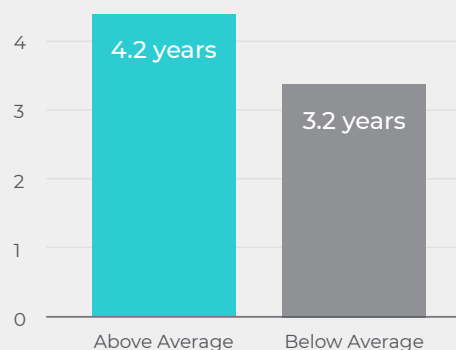
Fast Facts About Workplace Alignment Assessment (WAA)

- When there is alignment between what's important to candidates in their ideal job and what's provided by the organization, levels of employee commitment and satisfaction are significantly higher.
- Higher levels of employee-organization alignment are associated with increased engagement at work and increased citizenship performance – going “above and beyond” to benefit the organization.

Case Study

A major federal regulatory authority had been using the WAA assessment for several years, to help them identify people who were more likely to be committed to the organization and stay for longer.

Average scores compared with years of employment



Employees who scored “Above Average” were employed 31% longer on average