

EMPLOYEE TESTING AND ASSESSMENTS

trusted resources for your employment decisions...



selection

The cost to hire an employee is part of the battle associated with the recruitment process. EA provides numerous personality tests created to evaluate the personality of candidates to determine best fit for the job during your selection process ensuring you make the right choice.



development

Our potential leaders look great on paper, and show exceptional performance, but are they fit for leadership? EA leadership assessments help members make the right decision when planning movement, promotion and succession across the organization



competencies

- Leadership
- Customer Service
- Style of Interaction
- Problem Solving
- Decisive Judgement
- Intellectual Abilities
- Energy Level
- Sales Abilities
- Integrity
- And more!



our members

The **Employers Association of West Michigan** takes the time to vet, research, and debunk the best resources for our members. It is important to us that the right tools are available and easy to use. This is no different when it comes to helping you make the best and most educated hiring, promotion, and development decisions in your organizations.

“EA made the process of using assessments as a development tool easy. It was a great way for us to have some quantitate information to use in crafting formal development plans as well as provided an avenue to capture 360 degrees of feedback that aligned with the assessment.” -Brooke Kieft-Anderson, Nichols



Let's discuss your organizational goals for hiring processes, skills gaps, and employee development.



Competencies Measured for Selection or Development

Below is a sample list organized by position or industry, of competencies that can assess future and current employees when making employment and development decisions. To find assessments that work best for you and your workplace, contact us to discuss your goals.

Executive	Manager	Supervisor	Sales Manager	Professional/ Individual Contributor	Manufacturing
Visioning	Decisive Judgment	Decisive Judgment	Decisive Judgment	Decisive Judgment	Dependability
In-Depth Problem Solving	Championing Change	Adapting to Change	Driving for Results	Adapting to Change	Safety
Championing Change	Planning and Organizing	Planning and Organizing	Customer Focus	Planning and Organizing	Team Work
Driving for Results	Driving for Results	Driving for Results	Resilience	Delivering Results	Learning
Influencing and Persuading	Managing Others	Managing Others	Persuading to Buy	Resilience	Problem Solving
Managing Others	Coaching and Developing Others	Coaching and Developing Others	Managing Others	Teamwork and Collaboration	Compatibility
Organizational Savvy	Relationship Management	Motivating Others	Motivating Others	Interpersonal Communication	Job Performance
Critical Thinking	Work Style Compatibility	Critical Thinking	Negotiation	Mentoring	Conscientiousness
Business Acumen*	Business Acumen	Functional Acumen	Presentation Skills	Functional Acumen	Initiative
Integrity	Integrity	Integrity	Sales Potential	Integrity	Social Influence
Courage of Convictions*	Written Communication*	Self Control	Adaptability	Quality of Results	Practical Intelligence
Presentation Skills	Innovation	Work Style	Disposition	Creativity/Innovation	Cooperation
Continuous Learning*	Concern for Others or Empathy	Persistence	Patience	Problem Solving	Concern for Others
Logical Reasoning	Independence	Stress Tolerance	Goal Orientation	Technical Competencies	Independence
Emotional Maturity	Assertiveness and Delegation	Initiative	Initiative	Emotional Intelligence	Stress Tolerance