

Assessment Center

Integrity: Does the Word Get Around?

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Security

- Of course we have concerns about AC security.
- Most research on test security has to do with multiple choice tests or unproctored internet tests.
- AC Data very proprietary and often hard to obtain.

Does Pre-AC Knowledge Help?

- Unlike most tests, ACs don't necessarily have "right" answers.
- Anecdotal data suggests not.
- Heavy situational (acting?) factors.
- However, enough knowledge could allow someone to prepare for certain exercises or avoid situations.

The Situation

- Small US liberal arts college.
- Selecting undergrads into an advance business program.
- AC has been used for 3 consecutive years.

The AC

- Full day, day in the life format.
 - Coaching
 - In-Basket
 - Team
- Two groups of students run on consecutive days.
- 3rd year of the program.

Research Questions

- Do students on day 2 have an advantage over those on day 1?
- Do students in subsequent years have higher scores than previous years?

Results Year-to-Year

- Coaching Meeting
 - No change ($F = .46$, $df(90,2)$, *ns*)
- In-Basket
 - No change ($F = .08$, $df(62,1)$, *ns*)
- Team
 - No change ($F = 2.75$, $df(90,2)$, *ns*)
- Overall
 - No change years 2 to 3 ($F = .84$ $df(61,1)$, *ns*)
 - No change overall ($F = .08$, $df(90,2)$, *ns*).

Summary of Year-to-Year

- If there's information being transmitted from year to year it's not helping.

Day to Day Results

- Coaching
 - $t = .30, df(94), ns.$
- In-Basket
 - $t = .09, df(94), ns.$
- Team
 - $t = 2.02, df(94), p < .05.$
 - Lower scores on Day 2
- Overall
 - $t = 1.31, df(94), ns.$

Day to Day Summary

- If participants are communicating about the AC from day to day, it doesn't seem to be helping.

Overall Caveats and Summary

- We don't explicitly ask if people are talking about the AC.
 - Some anecdotal evidence that they do.
 - Don't want to encourage them to do so!
- The means scores have stayed the same over three years.
- There's not advantage to going second.

Implications

- As long as your AC is valid, there's no compelling reason to change it to keep it fresh.
- Note that having people go through the same AC twice could be a totally different story.
- There's something about ACs that make them almost cheat proof.
 - Acting?
 - Situational fidelity?

Questions?