

# What to Expect

Step-by-Step Assessment Experience

01

## Initial Notice from HR & Sponsor

Introduction from company HR notifying candidate of the process and partnership with SKS.

02

## Intro Communication

The SKS Client Services Team will reach out via email or phone to introduce the process.

03

## Email Invite

Welcome communication and links to online testing portal and work simulations (if applicable).

06

## Feedback to Candidate

After all hiring decisions have been finalized, candidate can receive feedback with SKS consultant, regardless of job offer.

05

## Report

SKS consultant generates a detailed report that is delivered back to the organization.

04

## Interview

Interview with SKS consultant to provide more context about job experience, academics, work and career related history.

# Frequently Asked Questions

## 01 What is the purpose of the assessment?

Assessments are used to identify your aspirations, motivations, strengths, and developmental needs. These attributes are analyzed with respect to the demands of your leadership role as well as opportunities for enhancing your job performance and professional growth.

## 02 How will the organization use the results?

The results of the assessment will be considered by the organization in light of its own interviews and with due consideration to your track record. Any hiring or promotion decisions are made by the organization, not by the SKS consultant. Decisions regarding development planning are for you and the organization to make.

## 03 What kinds of questions will I be asked?

Individuals usually find the interview to be thorough and thought provoking. Participants are asked questions about relevant developmental experiences, academic history, self-perceptions, motivations, and a great deal about work and career related history.

## 04 How valid is the process?

These types of work-related assessments, along with the separate evaluative instruments we use, have been researched and validated to ensure that results are relevant to and predictive of job performance.

## 05 Is this information too personal?

The assessment is not a clinical evaluation but rather seeks to identify work-related insights. The interview does not involve strange or intimately probing questions. The consultants at SKS specialize in this type of assessment and have evaluated thousands of individuals over the years.

## 06 How should I prepare?

There is nothing that you need to do to prepare for the evaluation. And there is no need to worry unnecessarily. We hope you'll find it an interesting, thought-provoking, insightful experience. Be yourself, and participate in the process fully!

## 07 What will I do during the assessment?

The process includes one or more of several possible components. These components may include:

- An interview with an SKS doctoral-level consultant who has broad-based expertise in working with organizations at all levels.
- Inventories that provide information about your personality, interests, and work styles. The inventories yield profiles that are highly job-related and are not intended to search for personal information.

- 7 Exercises that measure reasoning ability. These provide insights regarding your thinking style and how you solve problems.
- 7 Simulations that place you into a mock “real life” work situation where you are asked to deal with the problems and challenges presented.

## 08 Why not just use my track record?

The organization does use your track record and places a great deal of reliance on your accomplishments and on previous performance, if available. However, since each person’s track record and accomplishments are unique and individualized, these sources do not always allow comparisons, nor do they necessarily provide consistent data about your potential or your fit with a specific future role.

## 09 What if I need accommodations to fully participate in the assessment?

It is the policy of SKS Consulting Group to provide reasonable accommodations for employees or candidates for employment with an SKS client organization. If you need assistance or accommodations to fully participate in the assessment process, please contact SKS Client Services at 952.926.9852 or [sksclientservices@sksconsulting.org](mailto:sksclientservices@sksconsulting.org).

## 10 How is my background or identity considered as part of the process?

As a values-driven organization that applies the best available psychological science to benefit society and improve lives, SKS Consulting Group is committed to infusing the principles of equity, diversity, and inclusion into all aspects of the work we do. SKS is committed to equal opportunities for all participants and applicants without regard to race, color, religion, national origin, gender, age, sexual orientation, gender identity or expression, marital status, number of dependent children or the ages of the children, physical or mental disability, genetic information, status as a protected veteran or any other basis on which discrimination is prohibited by federal or local law.

## 11 Who receives the results?

The raw data are retained by SKS Consulting and are not provided to the organization. In most cases, a written report summarizing results will be sent to the HR department of the organization. If you are being considered for a new job, it provides information about the probable match between your strengths and the requirements of the position under consideration. The report also addresses developmental opportunities. The SKS consultant may discuss results with appropriate representatives of the organization at the request of the organization.

## 12 How will I learn about the results?

If you have completed an assessment that included an interview with an SKS consultant, you may receive information regarding the results of the evaluation if you wish. SKS does not own the report and cannot copy it for you, but the results can be reviewed with you and we encourage you to learn about your results. To set up a feedback session, feel free to call SKS Client Services at 952.926.9852 or email them at [sksclientservices@sksconsulting.org](mailto:sksclientservices@sksconsulting.org).