



A **FEDERAL REGULATORY AUTHORITY'S** overall 'suitability score' on revelian assessments predicts key organisational outcomes

A major federal regulatory authority wanted to evaluate the relationship between the use of Revelian assessments and various organisational outcomes, including job performance and positive or negative movement.

THE ROLE OF REVELIAN ASSESSMENTS

Around 350 employees had completed three Revelian assessments (RCAT, RVI and RWPP) before they were hired. As well as their scores for each assessment, we also generated an overall 'suitability score' for each candidate based on their performance across all three assessments.

We analysed each candidate's suitability score in terms of their subsequent job performance and career advancement.

Revelian found strong relationships between suitability scores and key organisational outcomes.

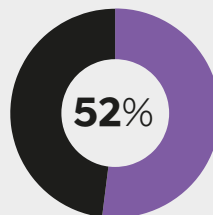


**OVERALL
RESULTS**



Greater likelihood of promotion

Employees with 'above average' suitability scores were 4.5 times more likely to receive a promotion than those with a 'below average' score.



Higher scores amongst top performers

The overall suitability score of employees receiving 'Strong' or 'Outstanding' performance ratings was 52% higher than those receiving a 'Consistent' rating



FINDINGS

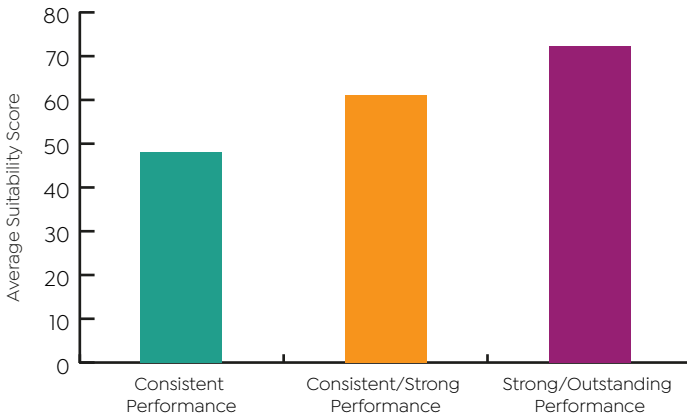
SUITABILITY SCORES AND JOB PERFORMANCE

We analysed data from a group of 260 employees, who had all completed assessments during the recruitment process.

We compared their overall suitability scores with annual performance ratings they had received from their managers.

Employees rated as 'Strong / Outstanding' had an average suitability score of 72.3, while those receiving a rating of 'Consistent' had an average suitability score of 47.4.

The overall suitability scores of the 'Strong / Outstanding' group were 52% higher than the 'Consistent' group.



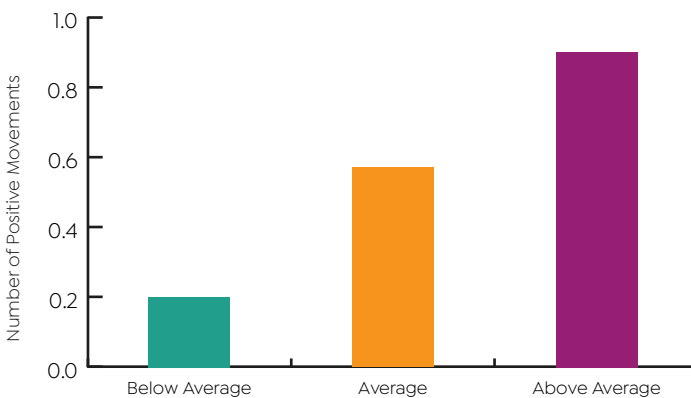
SUITABILITY SCORES AND EMPLOYEE MOVEMENT

We compared the suitability scores of 349 employees with a 'movement descriptor', which reflected positive (promotion, career progression) and negative (resignation, dismissal, failed probation, abandonment of employment and unspecified termination) movements.

We found a strong linear relationship between suitability scores and positive movement.

Employees with 'Above Average' suitability scores had an average number of 0.9 positive movements each.

The same group was 4.5 times more likely to receive a promotion or other form of career progression than the 'Below Average' group.



THE REVELIAN COGNITIVE ABILITY TEST (RCAT)

The results of this assessment reflect the person's ability to acquire, retain, organise and apply information in a variety of circumstances. By comparing your candidates' scores to a relevant normative group, you can accurately predict their potential job performance.

THE REVELIAN VALUES INVENTORY (RVI)

Identify people who are more likely to be committed to your organisation and share your values. This assessment provides deep insight into aspects of a job that you value most. By comparing the results to your organisation, you can determine who will be a long-lasting fit for your team.

THE REVELIAN WORK PREFERENCES PROFILE (RWPP)

Find people who are more likely to enjoy the everyday tasks of their job. This assessment is a valid and reliable way to understand an employee or candidate's unique preferences and how they align with the requirements of the role.

Discover what lies below the surface.

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