

FAQ's for Direct Clients

What type of assessments does PeopleClues offer?

Personality, Cognitive, Attitude, Engagement

Are the assessments valid and legally defensible?

Yes. Please refer to the Executive Summary and Technical Manual to see research and validity behind the assessments. PeopleClues has also received the certification from the British Psychological Society for its job fit assessments.

Can the assessments be integrated into my applicant tracking system?

Yes. PeopleClues can integrate with most ATS providers. We have done integrations with providers such as: PeopleMatter, Bond, Avionte, CareerBuilder, Luceo, iCIMS, and more.

Can I customize the assessment for my job/company?

PeopleClues provides custom benchmarking options to customize the job category to fit your company culture. See "custom benchmarking steps" and the Sample Custom Benchmarking Study for more information. The report content and behavioral interview questions can also be customized, so let us know if you would like to discuss this.

Does PeopleClues have different assessments for different jobs/industries?

No, PeopleClues has worked hard to create one assessment that is valid and defensible to measure work related behaviors and learning style. We measure everyone "once" the same way and then those measurements are compared to over 100 job categories to determine "fit" for particular jobs. There are no "bad" measurements, but someone can have bad "fit" for a particular type job.

How much does PeopleClues cost?

Our price is based on your current number of employees. We offer an unlimited yearly license so that you can test as many candidates and employees as you would like for both pre-hire and post-hire development. While we do offer the ability to buy "units" to be used to assess people, the unlimited use license is so affordable that it is rare for clients to choose to purchase units.

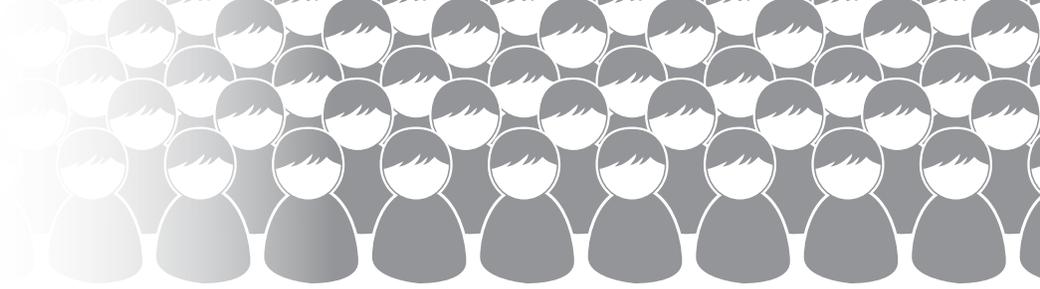
Are the assessment results easy to understand?

Yes. Our assessment reports are very easy to read and do not require interpretation. You will see scores directly on your dashboard and then you can drill down to the reports to see a visual explanation of where the individual scored on various behaviors as well as behavioral interview questions based on where the candidate scored and which job category you chose to compare them to.

Can I use the assessment for promotions?

Yes. Candidates don't have to test again; you can use the same data for leadership roles and management positions. You can also look at coaching/on boarding reports for the candidate.





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How long do the assessments take?

Most candidates complete the assessments in less than 20 minutes.

What if my job title is not listed in the dropdown?

How do I make sure I choose the right one?

We have over 125 job categories to choose from, if you don't see one that matches with your job, feel free to contact support@peopleclues.com and they can assist in adding one for you, or helping you choose the right one.

Do I have to give all the assessments to applicants?

No, the ease of use with PeopleClues, is that you can pick and choose which assessments to use. You will want to be consistent with candidates applying for the same position. The attitude assessment also has 3 additional scales that you can add that include: sexual harassment, computer misuse and substance abuse.

Who do I contact if I have a question about the assessment or dashboard?

You may contact support@peopleclues.com for all of your assessment questions.

What if I have additional questions on how to use the dashboard or read results?

We have PDF help guides in the help tab on the dashboard. You can also contact **Well-Run Concepts** at info@well-run.com or call 877-566-2900 if you would like additional training.

Can I brand the assessments with my logo?

Yes. We do provide the ability to add custom branding to your dashboard and assessments so that candidates will have a seamless experience and know which company they are applying for.

What is the difference between the Conscientious scale on the Personality assessment and the Conscientiousness scale on the Attitude assessment?

The Conscientious scale on the Personality Assessment is measuring someone's core trait/behavior for detail orientation and planning while the Conscientiousness scale on the Attitude Assessment is measuring someone's "Attitude" about coming to work on time, dressing appropriately, contributing to the organizations success, etc. So someone could be highly detailed oriented from a core personality trait perspective, but not have a good attitude about putting that detail orientation to good use by being on time. Attitudes are more fluid and are impacted positively and negatively over time by our experiences and environment, while core personality traits are stable and change very little over time.

