Evalex: Fifteen Studies

Evalex Talent comprises four major assessment solutions, geared for entry-level positions (Evalex10), supervisory to junior management (Evalex20), middle management (Evalex30) and senior/top management (Evalex40).

The work that we do for our clients not only benefits their businesses, but provides data for us to use in research studies as well. This continuous research gives us up-to-the-minute insight into the psychometric properties of our full range of assessment systems and helps us to identify general trends in the world of work.

Here is some insight into 15 of the studies we have undertaken, as well as the conclusions we reached:

Study 1
- Study of 907 employees across 32 job types
- Evalex20 results correlate with performance 0,59 to 0,66

Study 2
- Study on the impact of the Evalex20 assessment on the reduction of low performance
- Evalex20 predicts high/low performance with 87% accuracy

Study 3
- Study of 868 high performers in a financial institution
- Analysis of variance and regression analysis provides a correlation of 0,69 between Evalex20 results and career velocity (position achieved), with 65% of the 68 dimensions assessed significantly differentiating between position levels

Study 4
- Study of 602 managers' Evalex40 results correlated with position level
- 73% of all Evalex40 dimensions show a trend line with ever increasing position levels with average competence correlating with position level at 0,63

Study 5
- Study of 3 157 employees in a financial institution
- Regression analysis provides a correlation of 0,57 between Evalex20 results and position level achieved. Sixty nine percent of the Evalex20 dimensions assessed correlate with position level at 0,01% significance

Study 6
- Study of 1,566 Evalex20 done for OMT international clients
- 50 Evalex20 dimensions accurately predict position level

Study 7
- Predictive validity of the Evalex Talent Classification
- A 3- to 5-year follow-up on the talent classification indicates an 89% accuracy and provides thresholds for companies to benchmark their talent landscape against. Intellectual Capital Values derived from the talent algorithm correlates 0,53 with Position level

Study 8
- Study of 157 managers in a financial institution
- Intellectual Capital Value correlates 0,573 with position level and 0,44 with Performance

Study 9
- Study of 306 managers' Evalex40 assessment results
- Evalex Business Simulation managerial competencies correlated 0,593 with performance

Study 10
- Batting average of successful appointments within a financial institution using Evalex40 indicated that 90% of those recommended ended up in the top 20% of all staff in performance reviews, whilst 90% of those not recommended and appointed against Evalex advice ended up in the bottom 20% of performers

Study 11
- Construct validity of the Organisation Personality Construct Scale (OPCS) indicates eight personality factors

Study 12
- Construct validity of the Evalex40 Business Simulations assessing managerial competencies

Study 13
- Study of 519 high and low performers show a correlation between the Evalex Competence Inventory and performance as 0,33 for all positions and 0,50 for homogenous positions

Study 14
- A study of gender variances on the Evalex20 psychometric instruments indicated fairness and equality of scores among gender groups

Study 15
- A Study of 100 managers' Evalex40 assessment results correlated with performance and position level
- Intellectual capital value correlated 0,677 with position level and average competence correlated 0,567 with position level

Fifteen Studies: Conclusions

- As position levels increase in terms of complexity, so does the requirement for management competence, strategic capacity and emotional maturity. Evalex40's Evalex Business Simulation, measuring the strength of these three constructs, achieved very high predictive validity in this regard. The EBS proved to be very accurate in predicting at what level of work a person can potentially function

- Different position levels require different levels of cognitive functioning in line with the increase of complexity. A direct correlation exists between increase in position complexity and increase in cognitive capacity. This is a very powerful conclusion as both the BCT and OIS shows this. This is confirmed by multiple studies on different samples all yielding the same results

- Potential to function at ever-increasing levels of complexity is not only an issue of cognitive functioning. Personality, values, styles and interest also play a role in the statement about somebody's potential and talent. Multiple studies using different samples indicate that the majority of Evalex20 dimensions differentiate significantly between position levels

- Across multiple studies, there exist a number of personality, values, styles and interest dimensions that always correlate with performance and position level. It is very significant that when, for example, need for control correlates with position level in one study, that that same finding is replicated and confirmed in multiple other studies using different samples and population groups. It speaks to the "universality" of certain human characteristics in their association with success as measured through high performance and through career advancement

- The findings of all studies confirm the notion held for many years by Evalex that a holistic assessment solution needs to be followed. Considering that the consistent predictors of performance and potential across all studies include cognitive dimensions, personality traits, work styles, values and interests it further confirms that Evalex20 presents a very powerful combination of assessment tools, each and every one with significant predictive ability

- The research strongly suggests that each level of work requires a unique "constellation" of dimensions. A coming together of traits, styles, values and interests that in that perfect combination or constellations produces high performance and potential

- The studies discussed in this document serve to provide evidence of Evalex Assessment System's ability to predict both "performance" and "potential". Potential in terms of the ability to progress to ever more senior roles of management and to deal with increasing levels of complexity and performance in a given position type

- The Evalex Talent Management module uses this research as a basis for defining the talent classifications of platinum, gold, silver, bronze and iron. Significant differences in the distribution of talent at each position level have been found

- Research into the predictive validity of the Evalex Competence Inventory (ECI) showed a correlation of 0,33 to 0,50 between ECI results and performance in a sample of 519 high and low performers. This finding makes a strong case for the assessment of business and technical competencies during selection and promotional decisions