



Custom USA Hire Assessments

TRANSFORMING GOVERNMENT ONE HIRE AT A TIME

Customized assessments provide agency decision makers with the tools they need to make better selection, promotion, and placement decisions based on key competencies required for the position. Our customized assessment solutions offer agencies the ability to develop new assessment content or extend existing assessment content to new series and grades.

OPM has the capability to develop innovative, customized, job-related assessments designed to meet your hiring needs. Our I/O psychologists have extensive experience in developing custom assessment solutions that meet rigorous legal, regulatory, and professional standards for job-relatedness and fairness.

Assessments Tailored to Your Needs

- **Assessment Questionnaires**— capture levels of training and experience and are administered online
- **Biographical Data**— assess personality attributes, attitudes, experiences, interests, skills, and abilities validated as predictors of overall performance for a given occupation
- **Job Knowledge Tests**— evaluate technical or professional expertise in specific knowledge areas
- **Situational Judgment Tests**— require applicants to identify their most and least likely courses of action in response to a problem or situation related to the position for which they are applying
- **Work Samples**— require applicants to perform tasks or work activities that mirror the tasks employees perform on the job
- **Writing Assessments**— require applicants to create brief memos to report information to supervisors, present a position on an issue, or describe personal achievements

Enhance Your Assessment Strategy with Customized Assessments

OPM psychologists offer expert guidance in:

- Identifying the best assessment methods for evaluating critical competencies
- Developing assessment content targeted to your specific needs
- Establishing assessment scoring protocols to identify the best quality applicants
- Planning and supporting assessment implementation

Custom Assessments Include:

- Implementation of Agency-owned assessments
- Extension of USA Hire Standard Assessments to new series or grades
- Development of new assessment content
- Any proctored assessment
- Any multi-hurdled assessment process delivered by USA Hire

For additional information, contact your USA Staffing Account Manager or the USA Hire Program Office at USAHire@opm.gov