



Research Recap

Improving Federal Hiring through Better Assessments

Five Key Strategies for Smarter, Fairer Hiring in Government



Use Valid & Fair Job Assessments

Ensure assessments are valid, reliable, fair and directly aligned with the job requirements.



Make It Applicant-Friendly

Create application and assessment processes that are easy to understand, clear, and user-centered.



Use Multiple Assessments Methods

Apply a mix of tools (e.g., structured interviews, simulations, tests) to evaluate a range of skills and knowledge.



Differentiate Content for Varied Roles & Grades

Ensure assessments clearly distinguish between positions and grade levels to improve accuracy and job fit.



Choose the Right Delivery Format

Select tools and delivery methods that align with agency needs and integrate with HR systems.