



Highlighting Skill. Honoring Merit. Hiring with Confidence.

Technical and Alternative Applicant Assessments by
MHME and Our I/O Experts.

MONSTER
Government Solutions

www.monstergov.com

OPM's Merit Plan Guidance on Assessments

- All hiring, promotion, and advancement decisions are based solely on merit, qualifications, and job-related criteria
- Phase out the use of self-assessments for ranking
 - These types of questions may only be used for minimum qualification and eligibility determinations, or for seasonal work or positions graded at GS-01 to GS-04.
- Must include at least one technical or alternative assessment before issuance of the certificate for every competitive service hiring process
- Encouraged to use at least two assessments in the hiring process
- Implement cut scores with the “rule of many”
 - Existing MHME functionality to add a “hurdle value” to an assessment phase

How do I get started?

1. Evaluate your current assessment tools and gaps, with a prioritization for your mission critical positions first
2. For key series/positions with assessment gaps, identify required competencies using job analysis with SME input
3. Identify assessments that can evaluate the required competencies and create a Test Plan; this can differ across job groups as needed.
4. Consider piloting new assessments before using scores operationally to evaluate assessment effectiveness and stakeholder feedback.

How do I get started?

Selection Competencies	Structured Resume Review	Structured Interview
Planning and Evaluating	X	X
Interpersonal Skills		X
Oral Communication		X
Financial Management	X	X
Written Communication	X	

Test Plan Considerations

- What resources are available to develop/implement the assessments (expertise, time, budget, SMEs/trained raters, tools)?
- How many applicants are expected to apply?
- How will assessments be administered (e.g., In-person vs. online, proctored vs. not proctored)?
- If multiple assessments are used, in what sequence will they be administered?
- When will they be administered (before or after the certificate)?
- Will scores from multiple assessments be weighted/combined into an overall selection score, or will you need to identify a cut-score for each hurdle?

MonsterGov Offerings – Alternative Assessments

- **Standardized assessment batteries (off-the-shelf)**
 - Non-Supervisory battery measures 9 competencies across 4 sections
 - Supervisory battery measures 10 competencies across 3 sections
- **Agency-specific assessment batteries, leveraging Talogy assessment catalog**
 - Map pre-developed tests to an agency-specific competency model (non-technical) to create and validate these batteries
- **Custom-developed Situational Judgement Test (SJT)**
 - Select the most effective response to a job-related scenario

MonsterGov Offerings – Technical & Skill-based Assessments

- **Writing Assessment with automated scoring (IntelliMetric®)**
 - Measures quality of writing, including:
 - Clarity of Thought
 - Content and Development
 - Organization
 - Language Use, Voice, and Style
 - Mechanics and Conventions
 - Off-the-shelf writing prompts OR custom development available

MonsterGov Offerings – Technical & Skill-based Assessments (Continued)

- **Structured Interviews**

- Ask the same questions to all applicants and compare responses to a standardized scoring protocol (Behaviorally Anchored Rating Scales)
- May include technical and non-technical competencies based on job analysis
- Interviewing Guide

- **Structured Resume Review**

- Facilitate SME workshop to develop specialized experience statements and train SMEs/Raters on how to review and score resumes
- Setup and manage this process in MHME Collaborate module

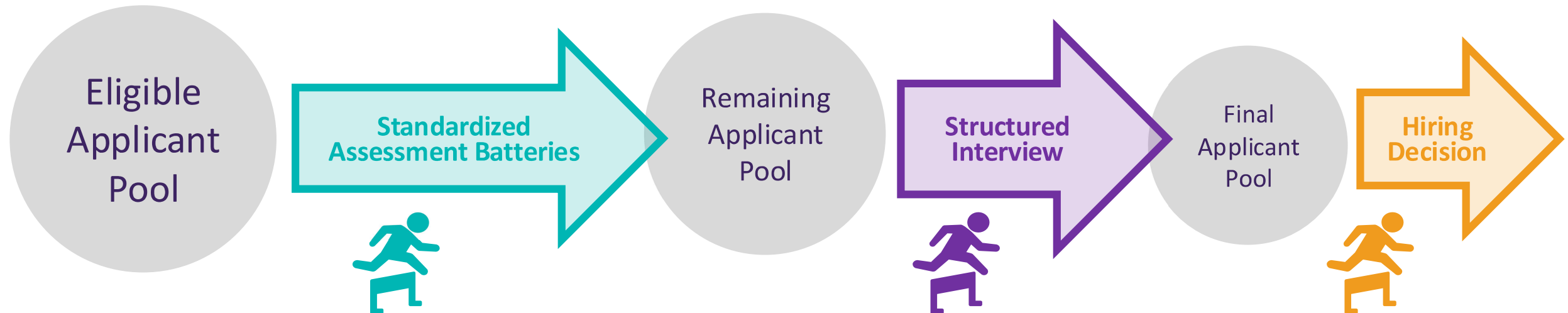
Two-Phased Assessment Strategy: Sample #1

Phase 1:

Alternative Assessment,
Competency-Based

Phase 2:

Technical Assessment (*after Certificate*)



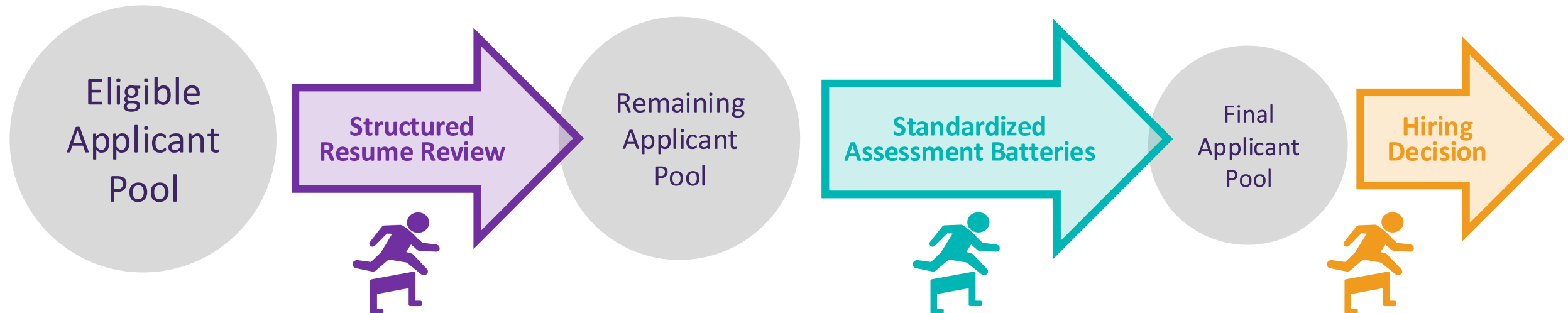
Two-Phased Assessment Strategy: Sample #2

Phase 1:

Technical Assessment
(pass/fail)

Phase 2:

Alternative Assessment, Competency-Based
(*before certificate*)



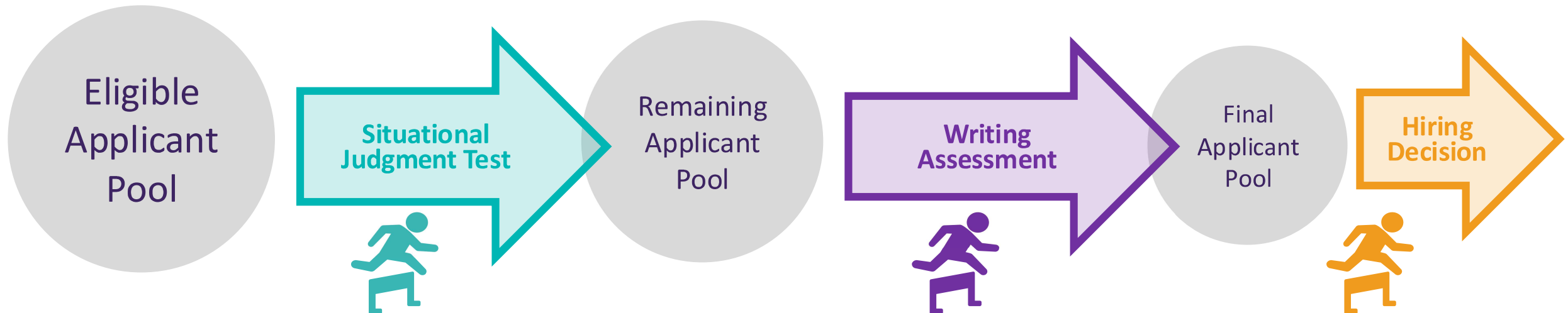
Two-Phased Assessment Strategy: Sample #3

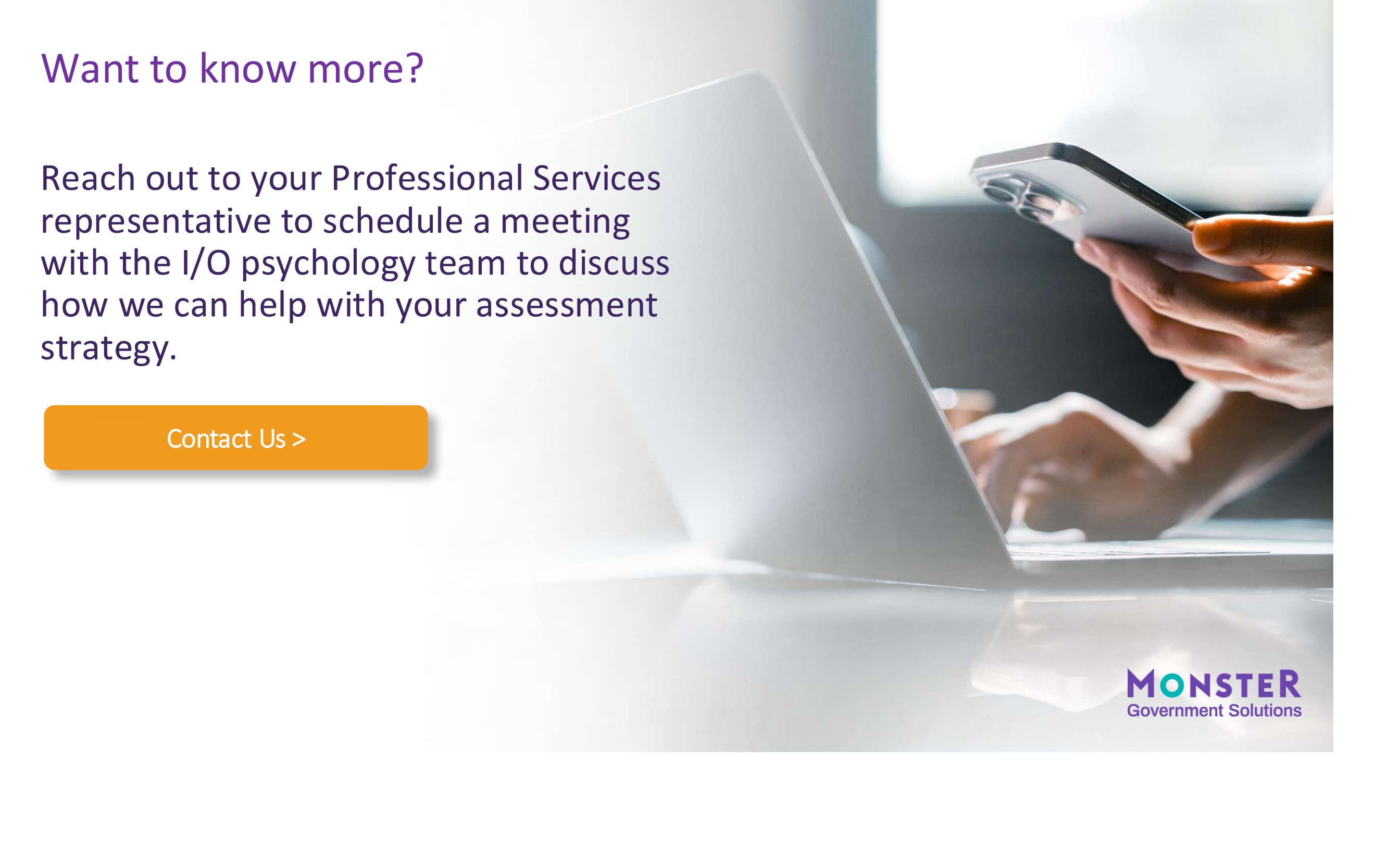
Phase 1:

Competency-based alternative
Assessment

Phase 2:

Technical Assessment
(Skill-based)



A blurred background image showing a person's hands using a laptop and a smartphone, suggesting a professional or business setting.

Want to know more?

Reach out to your Professional Services representative to schedule a meeting with the I/O psychology team to discuss how we can help with your assessment strategy.

[Contact Us >](#)

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A large, dark, furry monster with two white eyes is giving a thumbs up. The background is purple with orange curved lines.

Thank you!

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