



Sigma Assessments are online personality-based behavioural analysis assessments that measure a number of specific character traits that have been found to be associated with productive, honest, dependable employees. Sigma's solutions are used throughout the world to help select top talent, optimize leader effectiveness, identify career interests, and assist with clinical and counseling diagnoses and interventions when required.

ADVANTAGE: KNOW YOUR PEOPLE



Online Behavioural Analysis Testing

The Sigma ESQ2 is one of the simplest ways to lower hiring costs and take pressure off your over-extended recruiting team. It is a personality-based assessment that measures a number of specific character traits that have been found to be associated with productive, dependable employees. The Sigma assessment ESQ2 can be used as a pre-hire selection tool for a broad range of positions and industries. Specific tests have been designed for retail, customer service, health care and security professionals.

What does the Sigma ESQ2 measure?

Positive Work Behaviours:

- Customer service
- Productivity
- Accuracy
- Commitment
- Job satisfaction
- Promotability

Counter-Productive Work Behaviours:

- Lateness
- Theft
- Driving delinquency
- Sabotage
- Safety infraction
- Alcohol and substance abuse
- Unauthorized sick days
- It adds science to your hiring process.

Reliable and Valid

The ESQ2 is a reliable and valid predictor of counterproductive and positive work behaviours. Research indicates that when used properly, the ESQ2 outperforms the average job interview, references, grades, interests, and several other criteria for predicting employee behaviour. In fact, it is potentially the best, most effective predictor of integrity and dependability.



Resistant to Falsifying

With traditional assessments, people are often able to significantly inflate their scores. Falsifying oneself compromises other assessments' validity, resulting in less productive, more delinquent workers passing the hurdle. The ESQ2 is unique in that it is inherently resistant to falsifying. Relative to traditional response formats the ESQ2's forced choice format is twice as powerful in predicting counter productive work behaviours.

Superior Development

Clients using the ESQ2 pre-employment selection test have experienced dramatic cost savings through reducing: cost per hire by over 67%; theft by over 80%; turnover by over 50%; and workplace injuries by 13%. The ESQ2 contains 27 sets of four statements, taking only 15 minutes to complete online.