



Human Assets

**Fair Enough:  
Suggestions for  
Ensuring a Valid and  
Equitable Centre**

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# Two Take-Aways

1. Keep to the Left

*Work Samples* \_\_\_\_\_ *Simulations*

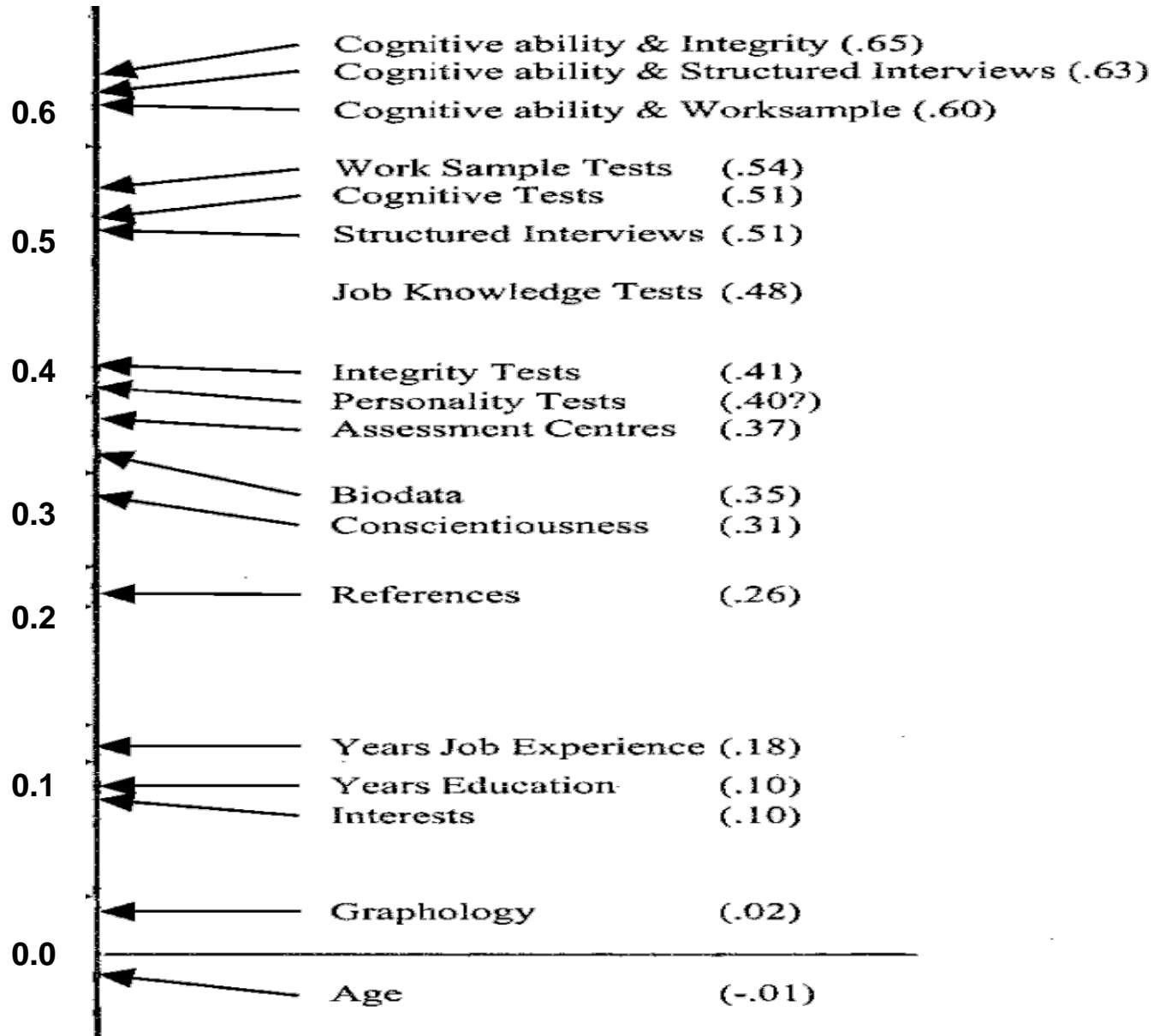
2. Choose Plain Vanilla

# A Nagging Doubt

Robertson and Smith JOOP 2001

Work Samples	.54
ACs	.37

## Validity Against Overall Job Performance Criteria



# Situational Specificity

Personality – Mischel

The Exercise Effect

# Competencies

Prescriptive

Culture differences



# New Research

- Jansen et al
- Putka and Hoffman

# Tests and Inventories

“Differences are so large that, with realistic selection ratios, adverse impact against Blacks is nearly guaranteed”

*(Ployhart, Ziegert, and McFarland, 2003)*