ecruiting solutions®
CONSULTING

Psychometric Quality Criteria of the escProfile

- **Test Efficiency:** Simple, objective, web-based administration.
- **Resistance to Faking:** Item scales optimized for faking resistance—equally attractive response options in a *forced-choice* format.
- **Reliability:** Good internal consistency of the scales measured in a recruiting context (minimum acceptable α > .65 while maximizing faking resistance); good test–retest reliability.
- **Validity:** In a recruiting context, the scales show correlations with performance indicators such as productivity, goal attainment, new-customer revenue, and other Balanced Scorecard dimensions. Depending on role and industry, significant single-scale correlations range from .15 to .35; aggregated overall profiles correlate at .45–.60.
- **Norms:** Norm groups for employees, sales staff, and managers were collected in a recruiting context and updated in 2025 for German and English. These are not neutral student samples nor norms from contexts unrelated to recruiting requirements.

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