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Original WSJ Article here:

<http://online.wsj.com/articles/are-workplace-personality-tests-fair-1412044257>

Employers and Readers Seem Split on Personality Tests

The only utility of personality tests is that they take the burden off of management for using their own judgment, which they are paid to use, in assessing hires, selection and promotion.



Bill J. Bonnstetter's Response

(published by the WSJ on 10.8.14):

I have spent the last three decades in the assessment industry. The use of assessments is fair, but there must be more accountability in the assessment industry regarding adverse-impact studies. These studies, which provide evidence that no one could be discriminated against in the use of the assessments, are a requirement and best practice for anyone doing business in the assessment realm. Sadly, not all assessment companies invest the resources to produce adverse-impact studies, nor do they base their instruments on deeper scientific understanding and data — those who don't risk the reputation of an industry that seeks to eliminate bias from the hiring process.

*– Bill J. Bonnstetter,
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