

Reliability & Validity

Our roots span over thirty years in research and development. In fact, we have recently completed a large assessment analysis. Over 200,000 participants in the workforce participated in this landmark study. This study has been replicated in more than 70 countries, emphasizing our mission to bring culturally sensitive and accurate assessments to clients around the world. While many assessment studies in the industry are administered on college campuses, utilizing students with no professional work experiences, we focus on samples that represent the working populace whom we serve.

When assessment developers utilize inappropriate sampling techniques, their assessments on the market today fail to address the issues of validity and reliability we support. This results in inaccurate measurements and wasted time and money on the part of their clients. Our comprehensive assessment analysis studies include employees at all levels of their companies and across many industries. Reliability and validity results for our assessments benefit from our diligence in attaining the most representative samples attainable. Our documentation of these studies is available to our clients in both technical and laymen's terms, and help to bridge the gap between the expert needs of a scientific practitioner and the practical needs of our business clients.

We have provided a list of questions to assist you in selecting a quality assessment. Your assessment vendor should be able to respond favorably to all of the questions. For a list of these questions click [here](#). The United States Department of Labor recently released [thirteen guidelines](#) for the use of assessment tools with employees. Profiles International not only complies with these standards, we exceed them.