



Scorable Application Forms

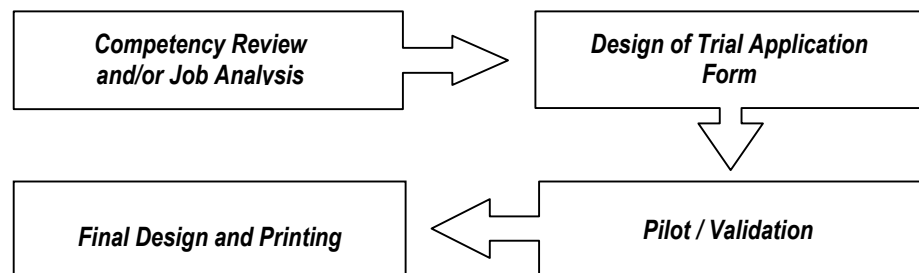
Overview

Scorable application forms are designed to help companies who recruit a lot of people to similar roles and wish to streamline and strengthen the selection process right from the beginning to save time and resources. Questions directly relating to the required competencies are developed from your own competency model and/or other job relevant behaviour criteria and can be incorporated into your existing application form. The design stage will normally include some form of validation study to ensure that the application form competencies do relate to successful job performance. To ensure consistency of format, the final application form can be fully branded as your own.

All too often the sifting of application forms is done in a less than standardised and objective manner.

eras offers a job application form redesign service which improves this initial sifting process.

Typical Design Process



Example of Scorable Application Form Questions

Rank the following statements to indicate where you believe your strengths lie, as they relate to your own behaviour at work:		5 = most true 1 = least true
1	takes into account other people's ideas	1
2	promotes ideas effectively	4
3	learns new techniques quickly	5
4	identifies own development needs	2
5	manages time effectively	3

Benefits of the eras Approach

- Candidates are measured objectively against key competencies/skills
- Responses can be scored quickly and in a standardised manner by existing staff
- Allows for a more meaningful comparison between candidates
- Reduces inconsistency of scoring
- Cost effective - avoids costs associated with further assessment of poorer applicants
- Improves the likelihood of selecting the best candidates
- Easily adapted to intranet/internet delivery