Applicant Profile® Matrix

When you make a hire, you need to be confident the individual you are bringing on board has what it takes to succeed in your organisation.

Aon Hewitt’s Applicant Profile Matrix assesses an individual’s skill level in six key areas.

The Applicant Profile Matrix reliably predicts job performance in key skill areas and is composed of six validated scales:

- Achievement and productivity
- Adaptability
- Customer Service Orientation
- Working Dependably
- Team Orientation
- Self-Management

Thorough Assessment
The Applicant Profile Matrix is made up of 67 items, including bio data, Likert-type, and situational judgment. Given the modular nature of the matrix, testing time generally varies depending on the number of scales in a tailored solution—typically from 10 to 35 minutes. For example, a tailored Applicant Profile Matrix assessment including only the Achievement and Productivity, Adaptability, and Team Orientation scales results in an assessment that takes 10 to 15 minutes.

Questions on the assessment are geared toward:

- Experiences at work or in school
- Work-related behaviours, opinions, and attitudes
- Work situations and possible actions candidates could take, requiring the candidate to respond with the MOST and LEAST likely action to take

Example Items

Example 1 I often volunteer for new duties, assignments, and projects.

A. Definitely True
B. Somewhat True
C. I Don’t Know
D. Somewhat False
E. Definitely False

We’re here to empower results
To learn more about the Applicant Profile Matrix test, please email apac.marketing@aonhewitt.com

Aon Hewitt
Talent, Rewards & Performance

Risk. Reinsurance. Human Resources.
Example 2: What do you do when someone disagrees with one of your ideas?
A. I use their idea instead of mine.
B. I use my idea no matter what others say about it.
C. I discuss my idea with them to show how my idea is best.
D. I stop discussing my idea with them.
E. I have never had someone disagree with one of my ideas.

Example 3: A coworker says he won’t be at work tomorrow because he is starting a new job somewhere else. He lied to the manager by saying that he would be at work. There are not enough employees working tomorrow. What would you be MOST likely to do?
A. Get ready to work extra hard tomorrow.
B. Explain to the team member that not coming to work will make it hard for everyone else.
C. Call other team members to see if anyone else can work tomorrow.
D. Let my manager know.
E. I don’t know what I’d do.

Robust Reports
Quick and easy-to-read candidate performance reports are delivered via the web. They summarise each candidate’s performance on the individual dimensions, as well as on the overall test.

Reliable Results
The Applicant Profile Matrix has been validated successfully across several studies and has been shown to deliver impressive results:
- High scoring employees are more than four times as likely to be considered high performers by their managers.
- High scoring employees are more than seven times as likely to have their supervisors indicate that they have advancement potential.
- Low scoring employees are more than three times as likely to have their supervisors indicate they would not be suitable for rehire.
- Low scoring employees are more than five times as likely to say they don’t enjoy their work.
- Low scoring employees are twice as likely to say they are considering leaving their job.

Aon’s Hewitt’s Applicant Profile Matrix determines whether potential hires have the skills to be successful by evaluating them for six key characteristics. The ability to accurately determine which candidates possess these skills will drastically improve your hiring success.