

Retail Assessments

	Express Assessments	The Reid Report®	Personnel Selection Inventory (PSI®)	Applicant Potential Inventory (API™)	Management Readiness Profile (MRP™)	Retail Management Assessment Inventory (RMAI®)
Measurement Focus	Helps measure basic attributes required for sound job performance.	Helps identify attitudes and past behaviors that predict future workplace counter-productivity, poor job performance, and turnover.	Helps measure a wide range of attitudes, skills, and knowledge needed for strong job performance.	Helps measure a variety of attitudes needed for strong job performance.	Helps measure essential attitudes & aptitudes needed for strong management performance across many industries.	Helps provide a standardized measure of potential for success in retail management by evaluating an individual's interest, motivation, and knowledge about retail management.
Experience Level	Entry-level positions	Entry-level to Lower-level management	Entry-level to Mid-level positions	Entry-level to Mid-level positions	Entry-level managers, Supervisory Positions	Entry-level to mid-level managers
Languages	<ul style="list-style-type: none"> ▪ English ▪ Spanish ▪ French Canadian 	<ul style="list-style-type: none"> ▪ English ▪ Spanish ▪ French Canadian 	<ul style="list-style-type: none"> ▪ English ▪ Spanish ▪ French ▪ French Canadian ▪ Puerto Rican Spanish ▪ Mexican Spanish 	<ul style="list-style-type: none"> ▪ English ▪ Spanish 	<ul style="list-style-type: none"> ▪ English ▪ Spanish ▪ French Canadian 	<ul style="list-style-type: none"> ▪ English ▪ Spanish
Scales	<ul style="list-style-type: none"> ▪ Integrity Express ▪ Service Express ▪ Turnover Express ▪ Dependability Express ▪ Sales Express ▪ Service Express 	<ul style="list-style-type: none"> ▪ Integrity ▪ Social Behavior ▪ Substance Use ▪ Work Background <p>Sales Productivity</p> <ul style="list-style-type: none"> ▪ Sociability ▪ Optimism ▪ Persistence ▪ Influence <p>Service Relations</p> <ul style="list-style-type: none"> ▪ Valuing of Interpersonal Relationships ▪ Self-Restraint 	<ul style="list-style-type: none"> ▪ Honesty ▪ Tenure ▪ Drug Avoidance ▪ Nonviolence ▪ Employee & Customer Relations ▪ Risk Avoidance ▪ Stress Tolerance ▪ Safety ▪ Work Values ▪ Math ▪ Supervision Attitudes ▪ Responsibility ▪ Productivity ▪ Customer Service Attitude ▪ Customer Service Aptitude ▪ Sales Aptitude ▪ Customer Service Index ▪ Validity/Candidness 	<ul style="list-style-type: none"> ▪ Honesty ▪ Drug Avoidance ▪ Employee Relations ▪ Work Values ▪ Supervision Attitudes ▪ Tenure ▪ Safety ▪ Customer Service ▪ Validity/Candidness ▪ Validity/Accuracy ▪ Employability Index 	<ul style="list-style-type: none"> ▪ Managerial Interest ▪ Leadership ▪ Energy Level ▪ Practical Thinking ▪ Interpersonal Skills ▪ Business Ethics ▪ Management Readiness Index ▪ Validity/Candidness ▪ Validity/Accuracy 	<ul style="list-style-type: none"> ▪ Background and Work Experience ▪ Management and Leadership Interest ▪ Management Responsibility ▪ Understanding Management Procedures and Practices ▪ Customer Service ▪ Managerial Arithmetic ▪ Energy Level ▪ Management Orientation ▪ Job Stability ▪ Business Ethics ▪ Management Potential Index ▪ Validity/Accuracy ▪ Validity/Candidness

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			<ul style="list-style-type: none"> ▪ Validity/Accuracy 			
Test Format	<ul style="list-style-type: none"> ▪ Multiple Choice ▪ 10-16 questions ▪ 5 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Multiple Choice ▪ 50 questions ▪ 15 minutes to complete (add 15 minutes for each supplement) ▪ Untimed 	<ul style="list-style-type: none"> ▪ Multiple Choice ▪ 108-243 questions ▪ 30-70 minutes to complete (depending on version) ▪ Untimed 	<ul style="list-style-type: none"> ▪ Multiple Choice ▪ 64 questions ▪ 15 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Multiple Choice ▪ 138 or 156 questions ▪ 20-30 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Multiple Choice and Likert Scale ▪ 242 questions ▪ 50 minutes to complete ▪ Untimed
Test Process	Internet or phone administration – computer scoring (no paper versions)	Paper/Pencil, phone, or computer administration – phone or computer scored	Paper/Pencil or computer administration – phone or computer scored	Paper/Pencil, phone, or computer administration – phone or computer scored	Paper/Pencil or computer administration - phone or computer scored	Paper/Pencil or computer administration – phone or computer scored