SELF +e — Measuring Durable Skills

SELF+e®: Why it matters?

The personality traits known as soft skills, noncognitive factors, durable skills, or social and emotional learning (SEL) competencies can make a critical difference in how we interact with others. Fortunately, these skills can be taught, measured and enhanced. Employers and college admissions officers have both said their applicants are missing the durable skills needed for success. RAD Science uses evidence-centered design, customization, and best practices to serve multiple markets.

SELF+e: What is it?

SELF+e is a family of assessment solutions designed to measure the skills that employers and colleges/universities identified applicants are lacking and are proven important for life success. SELF+e was developed using item generative procedures that allow the assessments to be customized to virtually any sector. Using a proprietary scoring algorithm, SELF+e customized solutions currently exist for K12, educators, college, adult education, corrections, and workforce.

What does SELF+e measure? And how?

Science, employers and post-secondary institutions have agreed on the importance of five major dimensions of SEL. These are:

1. **Work Ethic/Conscientiousness:** How hard you work, plan and get things done;
2. **Teamwork/Agreeableness:** How much you care about others and like to be part of a team;
3. **Stress Tolerance/Emotional Stability:** How tolerant you are of stress and remain composed even when things appear to be going against you;
4. **Curiosity/Openness:** How curious you are, how open you are to new ideas, and seek creative outlets; and
5. **Communication Style/Extraversion:** How sociable and communicative you generally are in a variety of contexts.

In addition to assessing behavioral skills, SELF+e offers an optional career interest portion measuring an individual's preferences for work environments and tasks. Triangulated with durable skills measures and educational aspirations, SELF+e provides guidance on best-fit career paths; a valuable resource for students, educators, guidance counselors, and job seekers. Research has shown that employees are more successful when they follow career paths matching their interests and skills.

RAD SCIENCE SOLUTION
RESEARCH & ASSESSMENT DESIGN
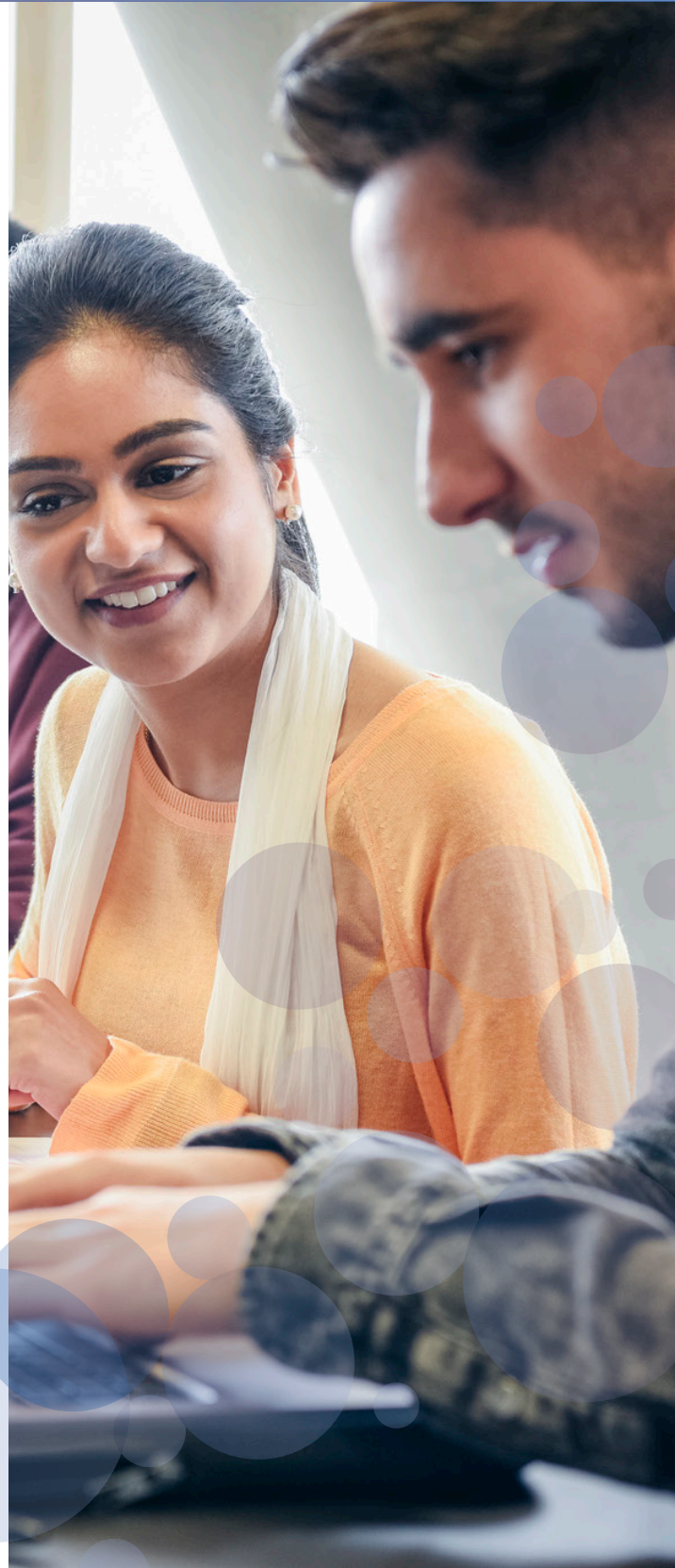
THREE
ITEM TYPES

SELF-SELECTION

This approach goes by many names: self-report, self-assessment, Likert-based rating scale, etc. But the principle is always the same: Select an option from the lowest to highest value you believe to be true of yourself. Problems when using this item-type alone include faking, lack of self-insight, and reference bias. When paired with other item types, it can be insightful.

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Thinking about my typical day at school I am:

	Never	Rarely	Sometimes	Often	Usually	Always
Relaxed	○	○	●	○	○	○
Talkative	○	○	○	○	○	●
Observant	○	○	○	○	●	○
Organized	○	●	○	○	○	○
Considerate	○	○	○	○	○	●

FORCED CHOICE

This approach requires the individual to select out of three options the scenario most like them and least like them. Using a mixture of self-selection with forced-choice reduces the extent to which the assessment can be faked and increases the reliability of the individuals customized score report.

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	Most Like Me	Least Like Me
People in my school consider me a detailed, thorough person.	○	●
People in my school consider me philosophical and open to new ideas.	○	○
People in my school consider me a shy and private person.	●	○

SITUATIONAL JUDGEMENT

This approach could be called a formative item type. The individual is given a scenario and options as to how they respond, but each option invokes one of the five SEL skills.

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You bring up an idea during one of your group projects that gets everyone excited. They'd like you to talk more about the idea tomorrow in the class that covers this subject, with all the students and your teacher. How would you respond in this situation?

	Very Unlikely	Unlikely	May or May Not Do	Likely	Very Likely
I use the time to think about future implications of the idea.	○	●	○	○	○
I agree and work overtime to make it very solid.	○	○	○	○	●
I agree because I like presenting in front of many people.	○	○	○	●	○
I agree but ask the rest of my team for their input.	○	○	●	○	○
I play it down, because it is more likely to be criticized at the larger meeting.	●	○	○	○	○

WHAT DIFFERENTIATES SELF⁺ᵉ

SELF+e offers an efficient assessment system, reporting, and feedback based on what employers and post-secondary institutes found were missing in candidates and what science has proven can be measured. SELF+e can be customized to most markets, with cross-walks developed when requested. Product features include.

MULTIPLE ITEM APPROACH

·Difficult to fake

·Proprietary scoring algorithms provide valid, reliable results

·Scientifically equated test forms can demonstrate change in skills over time

SHORT, EFFICIENT TESTING WINDOW

·Can be administered anywhere at any time

·Renders on both computers and tablets (cell phones not recommended)

·Capable of being completed in 30 minutes or less

DETAILED SCORE REPORTING

·Descriptive feedback to enhance understanding of reports

·Optional reporting on best-fit career paths based on interests, skill levels, and educational goals

·Both individual and aggregate reports are available