



## Consulting Services

### Expertise and Guidance During a Changing & Competitive Business Landscape

EDA is a recognized leader in the recruiting and selection space with over 30 years of experience. With any solution, EDA can provide expertise to provide the best and most tailored process for its clients.

### Consulting Services

- **Job Analysis:** What are the skills, abilities, and competencies necessary to successfully perform the job?
- **Competency Modeling:** What competencies should be considered for this job family or position?
- **Validation Studies:** How do I make sure the test is performing as desired?
- **Job Simulations:** How do I obtain a more direct measure of skills and competencies, rather than rely on self-report information?
- **Customized Test Development:** How do I address unique job or cultural requirements in my assessment process?

### Flexible Approach

- **Expert Design:** Our wide-range experience allows us to expertly design our services and custom development to match the real-world needs of your application.
- **Manageable Development Process:** Our emphasis on matching the level of detail and scope of efforts to the company's intended use of results assures a sound, but manageable, development process.
- **Off-the-Shelf Simulations:** We have a library of existing simulations or we create totally custom simulations to support your assessment and training needs.
- **Match the Validation Strategy to the Needs of the Tool:** We value content validation as a viable alternative to criterion---reference techniques. But, we are also highly experienced with empirical studies and adhere to APA guidelines.

### Full Range of Service

- **Project Planning:** Our project planning is based on intended use of results, interviews/focus groups, job shadowing, survey design and statistical analysis, report preparation and presentation of results.
- **Independent or In Tandem:** Our consulting resources can complete all needed activities and present findings or can work in tandem with your resources to complete



your models --- and transfer skills and knowledge during the process.

- **Train:** We train your resources to administer and conduct evaluations with our tools or our consultants can conduct the needed evaluations on an outsourced basis at your facility or ours.

## Assessment & Selection Experts

EDA's team of Industrial/Organizational Psychologists has significant experience and is highly specialized in the areas of recruiting, selection and assessment. EDA will work with your company to determine the best solutions to meet your needs and your budget and if custom development is required, we have the skills to perform such analysis and development.

