



**Saville**  
assessment

# Match 6.5

## Technical Summary

[savilleassessment.com](https://savilleassessment.com)

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# match 6.5

Match 6.5 is an online behavioral questionnaire which uses the power and validity of the Saville Assessment Wave model to understand a candidate's suitability for a specific role in just **6.5 minutes**

- ▶ Powers a single behavioral fit score for job screening
- ▶ Uses the most predictive items from the Wave Personality Questionnaire
- ▶ Match individuals to different job roles quickly and efficiently
- ▶ Combine with aptitude and situational judgement tests in a multi-assessment approach

Available reporting options:



Role-fit  
Score



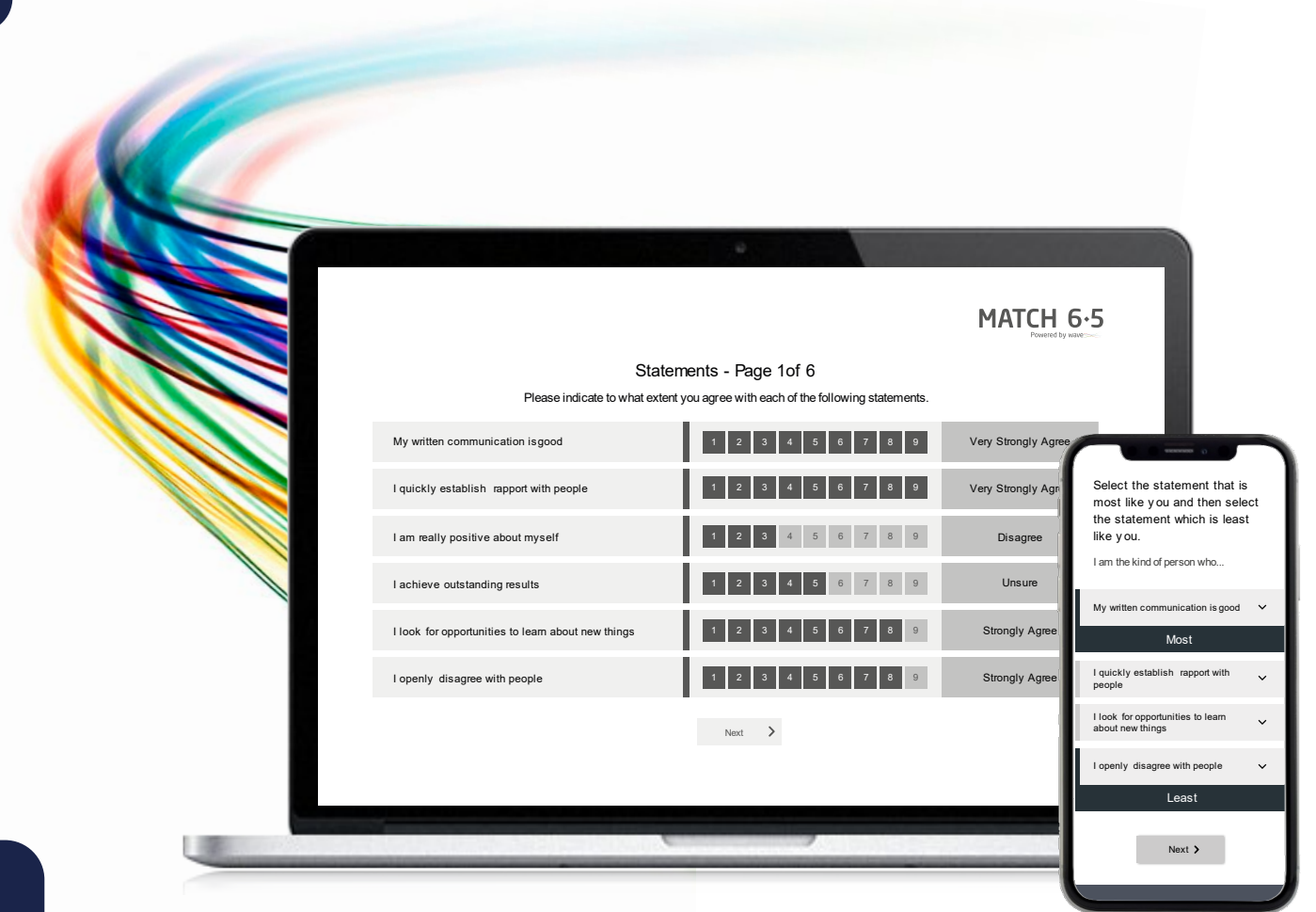
Candidate  
Report



Interview  
Guide



Onboarding  
Report





# Key Technical Attributes



Short completion time



Combined into one powerful Role Fit score

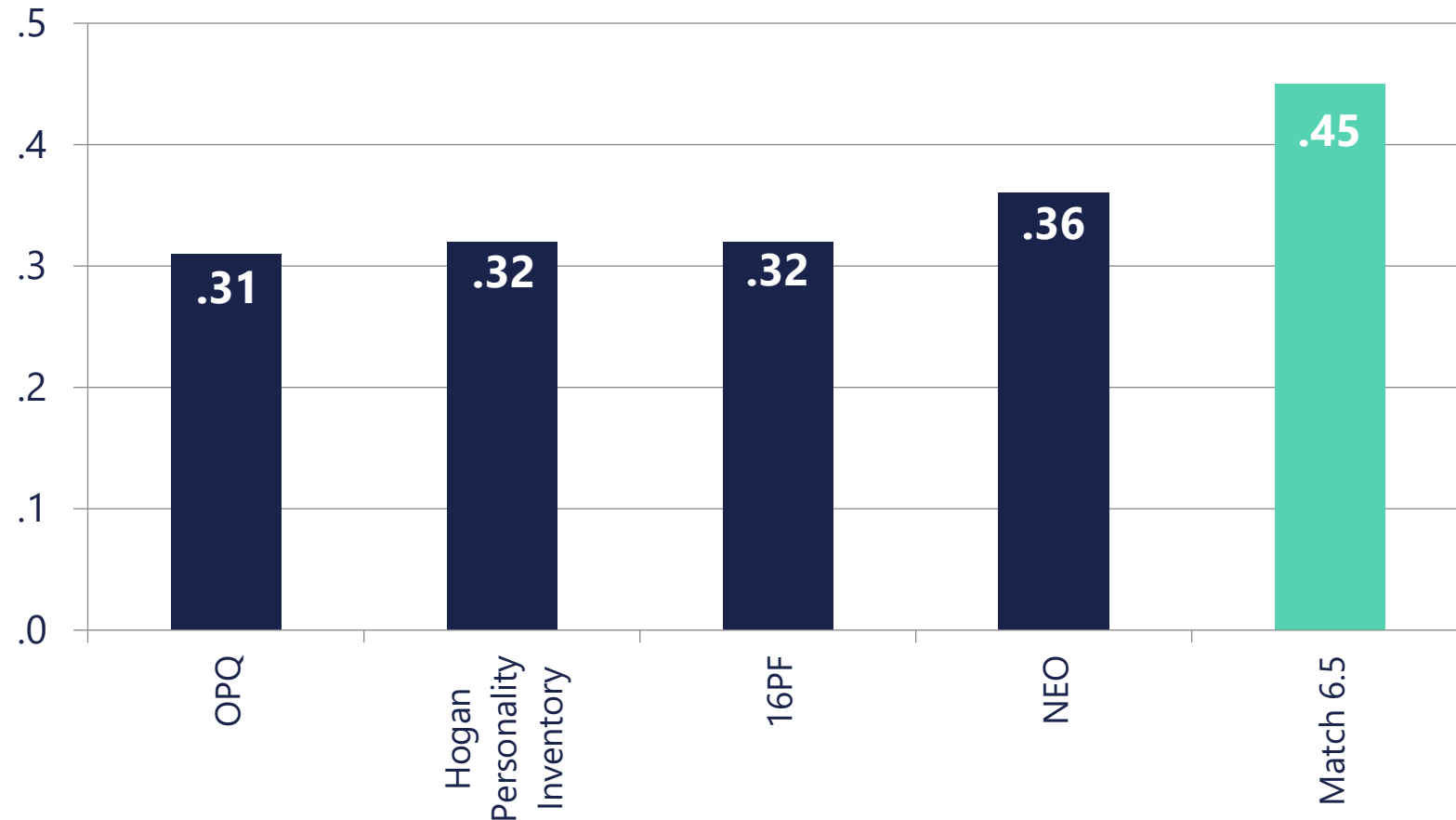


Meta-analysis of criterion-related validity



Alternate form reliability

# Validity in Forecasting Work Performance



\*Match 6.5 validity based on meta-analysis (k=18, N=1,792) of Role Fit scores created for different roles and organizations in forecasting different performance criteria. Remaining assessment validities based on forecasting independent ratings of overall work performance (N=308). All validities adjusted for criterion unreliability. OPQ refers to OPQ version 32i, NEO refers to version NEO-PI-R, 16PF refers to version 16PF-5.

# Average Reliability

Alternate Form

**.83**

Invited Access vs  
Supervised Access  
N=504

Test-retest

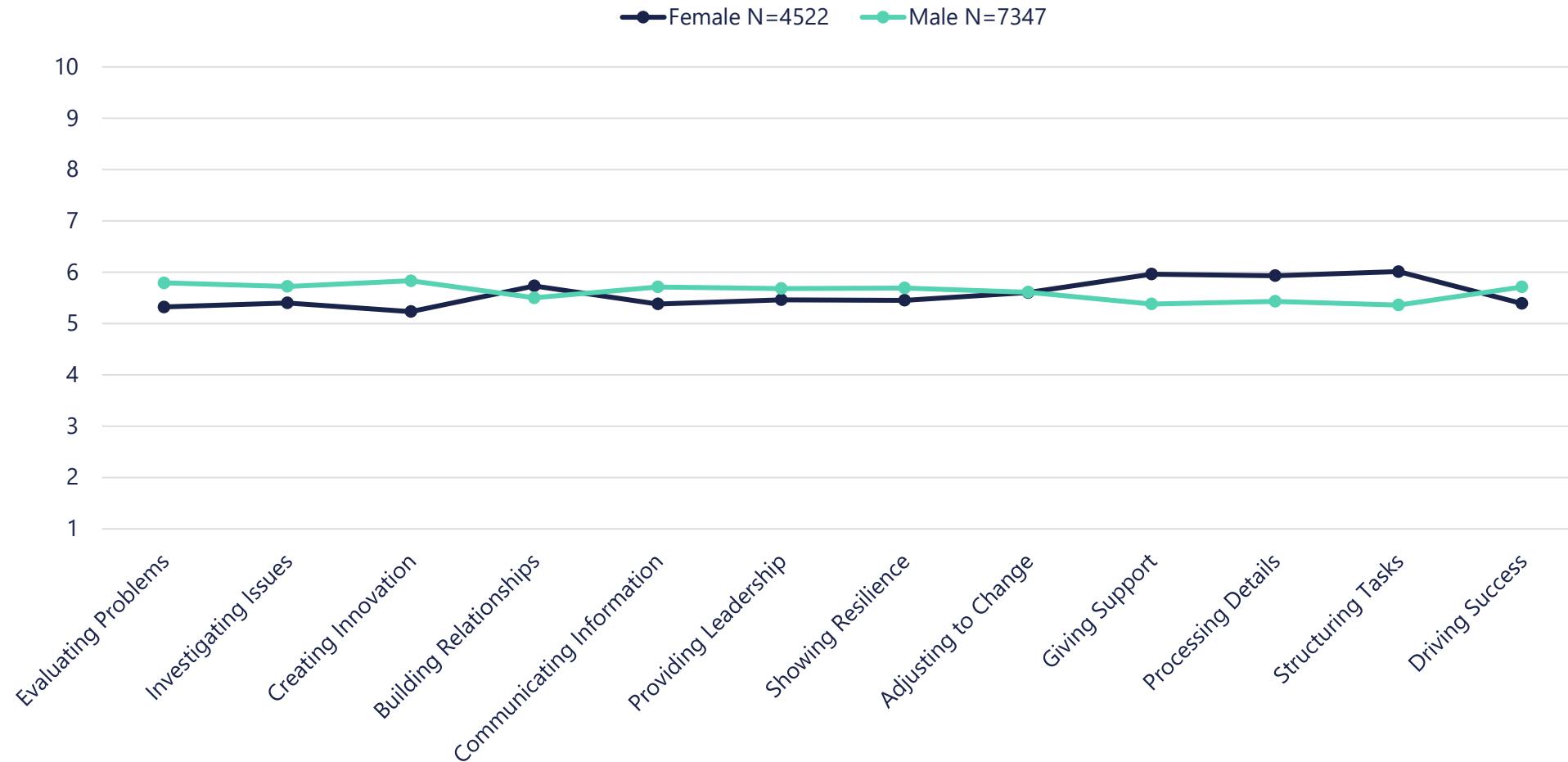
**.76**

Six-month interval  
between completions  
(N=214)

Reliability data is derived from Wave Focus Styles talent items

# International Gender Group Differences

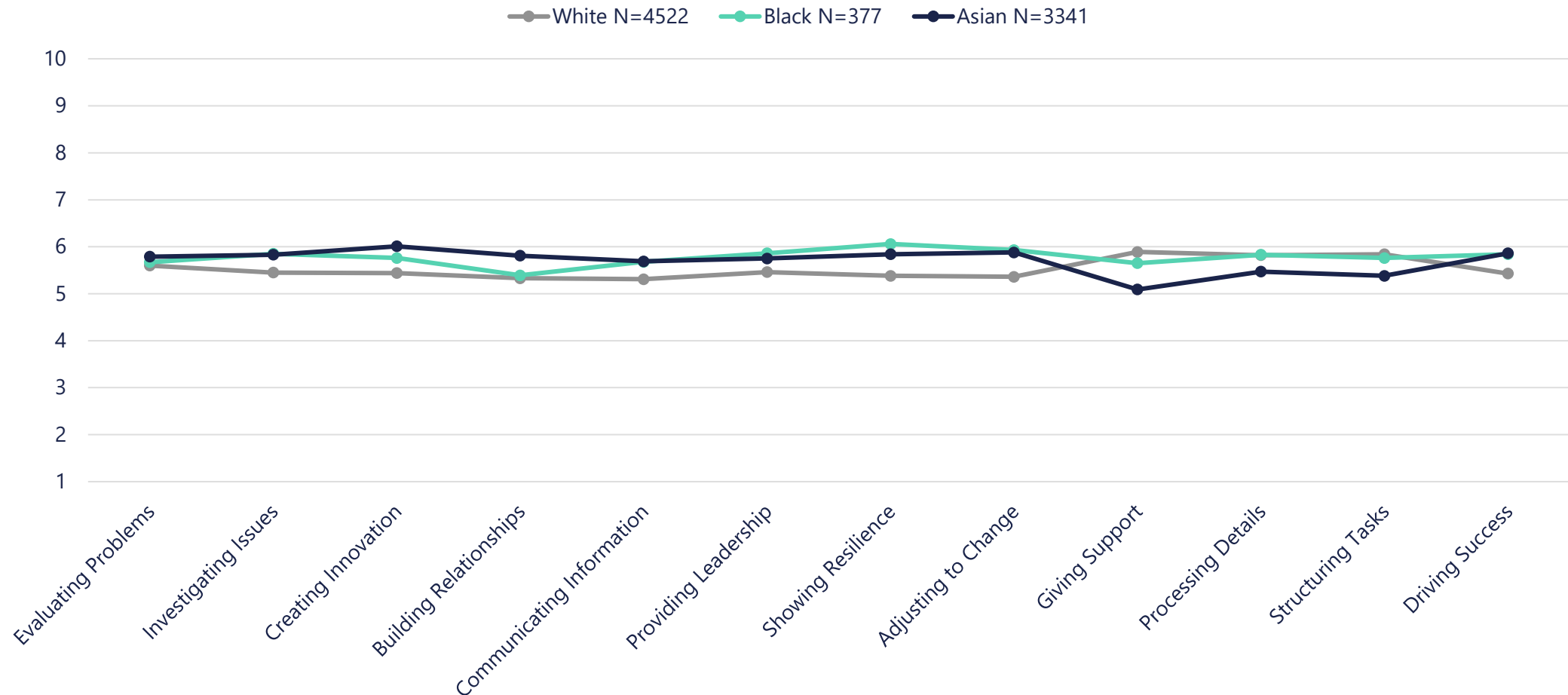
*Average sten scores of Female and Male groups taken from a sample of international individual contributors N=11,869*



Only small effects found, no moderate or large effects found between the groups using Cohen's d

# International Ethnicity Group Differences

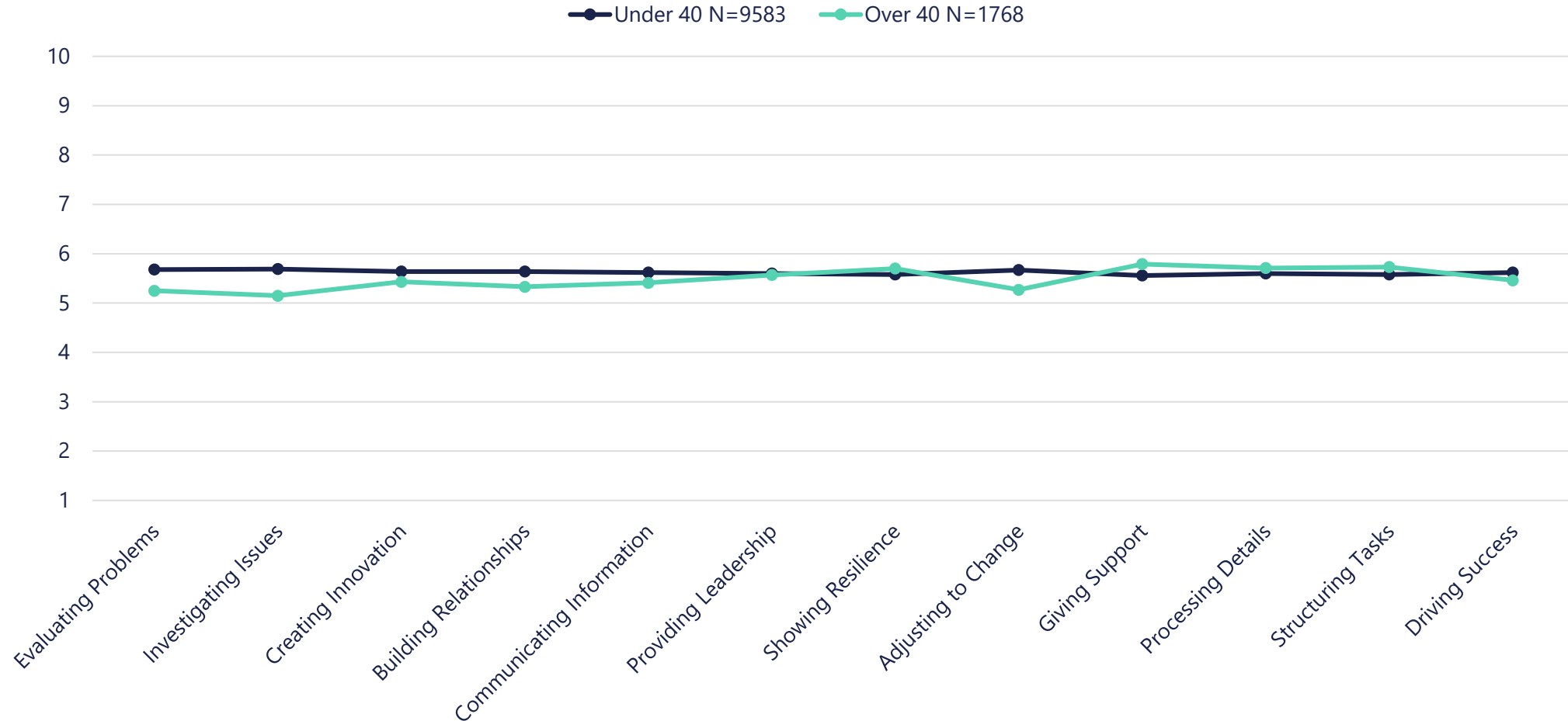
*Average sten scores of White, Black and Asian groups taken from a sample of international individual contributors N=8,766*



Only small effects found, no moderate or large effects found between the groups using Cohen's d

# International Age Group Differences

*Average sten scores of Under 40 and Over 40 groups taken from a sample of international individual contributors N=11,351*



Only small effects found, no moderate or large effects found between the groups using Cohen's d

# Using Match 6.5 in a Multi-Assessment Approach

Assess a candidate's full potential by combining Match 6.5 with aptitude or situational judgment

**match 6.5**

Target the behaviours needed for effective performance in a specific role



**aptitude**

Powerfully predict performance based on cognitive ability



**Situations SJTs**

Measure understanding of what is the right thing to do across job relevant situations

- ▶ Maximize validity through combining separate measures of role-critical constructs
- ▶ Increase fairness in selection through minimizing the potential for adverse impact
- ▶ Enable easy, objective and efficient decision making with a single Combined Role Fit Score
- ▶ Respect candidate time with a shorter assessment experience



Meta-analysis of criterion-related validity for Match 6.5 + Situations SJTs



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