

PI BA - MULTIPLE PROFILES FOR ONE PERSON

PI BEHAVIORAL ASSESSMENT™

We Are Often Asked:

1. **How Often Should Someone Complete the PI BA?**
2. **When Does it Make Sense to Ask a Person to Complete a New PI BA?**
3. **What Should I Do if There are Multiple Results for the Same Person?**
4. **What Should I Do if the Second Result is Different from the First?**

In general, people should not complete the PI BA more than once, and they should only complete it again if there is a need to do it, for example if the first one was completed in a wrong language or if many years have passed (in particular if the assessment taker was very young the first time).

1) How Often Should Someone Complete Their PI BA?

Usually, it is sufficient to only assess a person once during their tenure at a company.

Research generally shows that personality traits tend to be stable throughout adulthood; however, they are not completely static, and personality can change slowly over time. Most theories focus on a combination of nature (e.g., traits) and maturation (e.g., experience) that become increasingly more stable as people enter adulthood, reaching the highest stability somewhere in the 50-to-70 year-old range. PI's own test-retest studies using the PI BA show that the stability of the assessment is suitable for decisions that may be in effect for as long as eight years, such as hiring. In practice, this means that when someone retakes the PI BA within a few years after the first, their scores will likely be very similar.

The first time someone takes a personality assessment, they are usually a clean slate. As they complete the assessment for the first time, their responses are not biased by experience or exposure with the test format, the items, or the assessment output. The experience of taking the PI BA and receiving feedback may raise people's awareness about the assessment and lead them to answer differently the second time. This may be a conscious or unconscious act, but in any case it is best to avoid these situations when possible.

2) When Does It Make Sense to Ask a Person to Retake the PI BA?

If a person is considered for a new position, and their current profile is very old, you may ask the person to retake the assessment. Personality stabilises throughout adulthood and therefore it may make sense to ask the person to complete the assessment again if the person was very young when they completed the first assessment.

This ensures you treat all your candidates (internal/external) fairly in case other internal or external candidates are being considered for whom you have a more recent profile. If the person was hired more recently (e.g., within 2-3 years) and was given a thorough feedback at the time, there is no need to reassess the person.

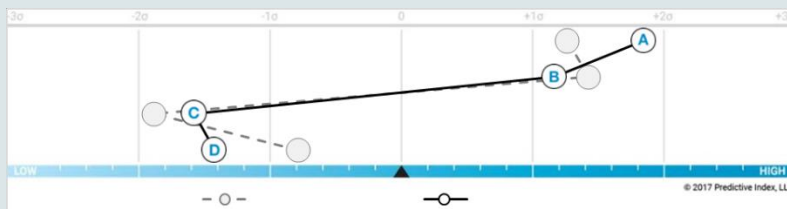
Other lower-stakes applications, such as coaching, do not necessitate a reassessment unless the existing profile is very old.

3) What Should I Do if There Are Multiple Results for the Same Person?

If someone has taken the PI BA twice in recent years (within the past 2-3 years), the administrator should use their own judgment about the conditions, such as understanding why the assessment was administered twice. Did the respondent for example have a technical problem the first time, or was the assessment completed in a language other than the candidate's mother tongue? Make sure to only save the profile that is valid. The other should be anonymised to avoid confusion. If there were no technical issues the first time and there (despite recommendation) are two profiles available, it is usually the first profile that is valid. Exposure (see above) can affect the responses given at the second assessment (especially if the two assessments are completed within a short period of time).

It is important to notice that even though two profiles may look different, the difference may not be statistically significant. All assessment tool operates with some degree of statistical uncertainty. The figure below illustrates a theoretical example of a person who completed the PI BA twice. The solid-line pattern represents the first result; the lighter dashed-line pattern represents the second. The differences between the two patterns reflect a change that could occur based on random measurement error alone, and although there are small fluctuations in the scores, the overall interpretation of the pattern remains consistent: this is a person with high A and B and low C and D.

The point is that the second result looks like it is different from the first result, but the fact is that this is to be expected. In reality, you cannot say that the personality of the assessment taker has actually changed.



4) What Should I Do When the Second Result Is Different from the First?

There are times when the result of someone's second PI BA is notably different from the first. This can be due to exposure, as mentioned above, but there can also be other reasons:

- Active manipulation. While faking on the PI BA is rare, there may be reasons that a person is actively trying to "game" the PI BA which could create very different results.
- Personality changes. Personality can slowly change over time as people age, but there are also circumstances in life that can cause changes to a person's core personality, such as traumatic events (the death of a loved one, disability, or being in an accident).

When someone's PI BA results are significantly different and outside of error, the best course of action is to approach the situation from a practical perspective. This means asking them why they might have approached the assessment differently, whether they can account for answering the assessment in such a different way, and what they believe to be the most correct representation of their true personality. This activity is not about the person having to explain themselves, but rather about understanding the person and their life experience better.

This approach serves two purposes:

- It allows for the exploration of the motives behind purposeful manipulation.
- It allows for the exploration of life experiences that may have impacted the ability to perform in the role.

When it is clear which profile is the most valid, we recommend that the non-valid is anonymised.

Finally, because the PI BA is often used for high-stakes decisions, we recommend adopting a consistent and standard approach for dealing with situations where there are two very different profiles. For organisations, it is a good idea to adopt a policy which reflects:

- Which policy do you have for assessment taking?
- When a second result is needed (e.g., can employees request a retest if substantial time has passed?)
- Will respondents have an opportunity to discuss why their results might differ (e.g., in an interview?)

A consistent approach will help to avoid confusion regarding what to do and will increase the integrity of the selection process since all candidates will be treated equally.