

Recruitment & Selection

Business & Management

The selection methods, ranked by how well they predict performance.

Approximate predictive validity from meta-analyses.

Method	Predicts	Note
Work sample test	High	Doing the actual job
Structured interview	High	Same questions, scored
Cognitive ability test	High	Legally scrutinised in some places
Job knowledge test	Moderate-high	
Unstructured interview	Low-moderate	The most used
Years of experience	Low	
Graphology, astrology	Zero	Still occasionally used

Structuring an interview — same questions, same order, scored against a rubric — roughly doubles its predictive validity.