

USA Hire Decision Tree: Assessment Strategy Framework

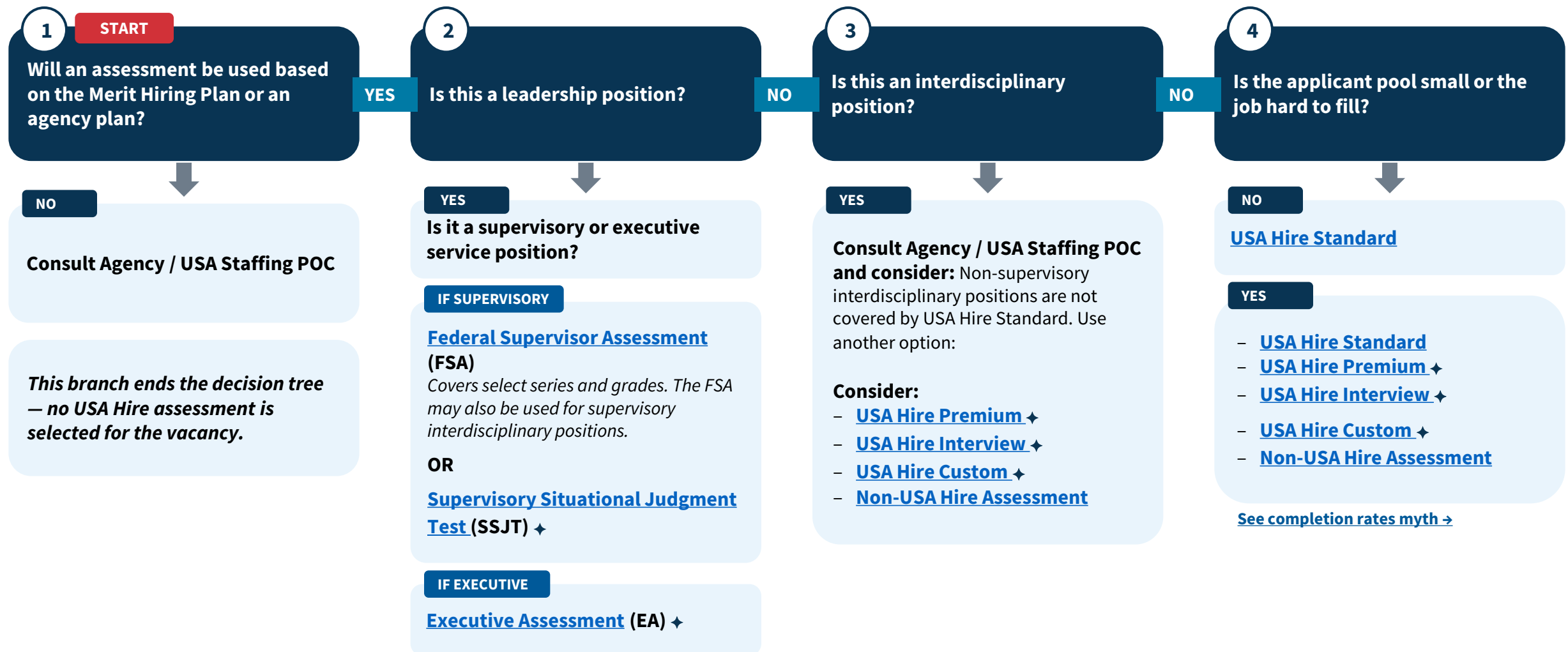
a general guide for choosing an assessment approach. Follow agency-specific guidance when available.

Purpose. This decision tree is a general framework to guide HR Users and Hiring Managers through the assessment strategy decision process to determine if an available USA Hire assessment is a good fit, or if a different assessment approach should be considered. Agency-specific guidance should be followed when available.

Note: [USA Hire Core Assessments](#) measure general competencies; an additional assessment may be required to measure technical competencies. When using a USA Hire assessment, a questionnaire for minimum qualifications and/or basic qualifications may be required.

Before you begin.

Refer to agency guidance on positions that do not require a technical assessment (Chance to Compete Act). If a technical assessment will be used, start with “Yes.”



♦ Premium & Custom — available through a separate agreement



Measuring technical skills? USA Hire Core assessments cover general competencies only — [review technical or alternative assessment options](#).



Considering multi-hurdle assessments? You may pair multiple USA Hire or other assessments — [see the USA Staffing Multiple-Hurdles Guide](#).