

Correction Selection Inventory

Correction Selection Inventory (CSI) was developed and validated in collaboration with corrections industry partners to improve Correctional Officer retention, performance, judgment and commitment while avoiding unwanted behaviors.

Identifies **Job candidates who are most likely to succeed as:**
Correctional Officers
Correctional Supervisors

Measures **Characteristics critical to success in the position, including:**

Respect for Authority	Communication Skills
Work Ethic	Attention to Detail
Cooperation/ Teamwork	Principled Behavior
Dependability	Judgment
Retention	And more...

Impacts **Employee Turnover—Job Performance—Workplace Behavior**
Identifies candidates likely to stay on the job and those likely to turnover
Identifies those who are most likely to succeed in the position
Identifies those likely to avoid counterproductive behaviors

Delivers **A Correction Officer team that is:**
Committed to your mission
A strong team with great morale
Willing to do the work, the right way



Helping You Hire the Best!

Proven—Validated

Validation Study:

A 2010 validation study conducted by Dr. Mo Wang, Ph.D., Associate Professor, Department of Psychology University of Maryland.

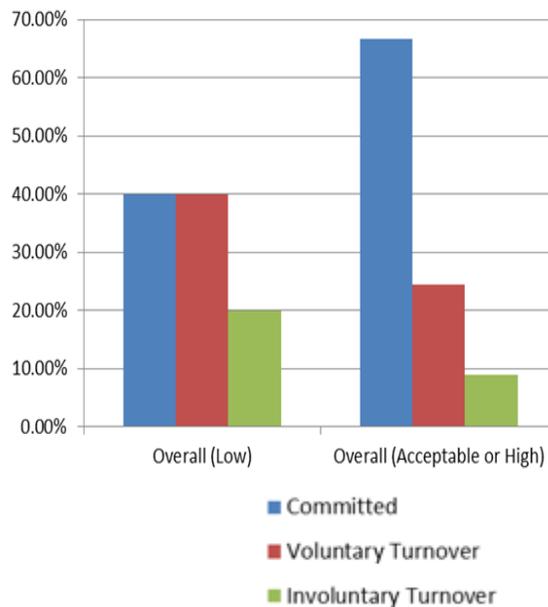
Overall Success Score on Commitment to the Job and Turnover:

High Overall Success Scores:

New employees who had high and acceptable Overall Success Scores were nearly twice (1.8 times) as committed to the job as those with low Overall Success Scores.

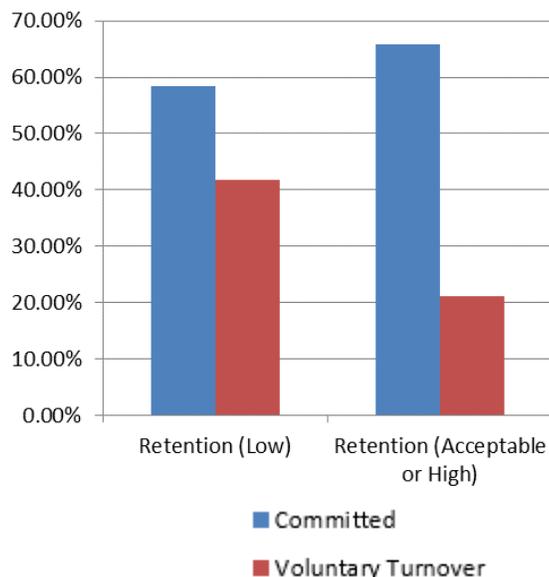
Low Overall Success Scores:

New employees who had low Overall Success Scores are 1.6 times more likely to turnover voluntarily and 2.3 times more likely to turnover involuntarily than candidates who are assessed as having acceptable or high Overall Success Scores.



Retention Score Impact on Turnover:

Candidates with low retention scores are two times more likely to turnover voluntarily than candidates who are assessed as having acceptable or high retention scores.



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Easy to Administer

Correction Selection Inventory is a web-based application that is simple to implement and easy to use.

The assessment can be administered to candidates:

- On-site at hiring facilities using a computer with an internet connection
- By emailing a link to candidates
- Linked directly from an online job application

Training is provided via a 45 minute webinar where each facility will receive detailed end-user instruction on the use of CSI.

Once training has been completed, follow these steps:

Step #1. ASSESS

Depending on your choice of assessment administration from the list above, your hiring decision makers will access the Insight system (or the candidate will arrive there via link from online job application or email) and have the candidate input name and ID# and then follow the instructions on the screen to complete the assessment. In 30 to 40 minutes the candidate will be finished with the assessment. The results are available for review immediately upon completion.

Step #2. QUALIFY

Preparing to interview—a hiring manager will log into the Insight system and, using the search tools, access results which identify qualified and unqualified candidates per the CSI assessment and the organization's hiring standards.

Step # 3. INTERVIEW

Use the assessment results to identify areas to be addressed in the interview and access behavioral interview questions specific to the organization's hiring standards.

Step #4. HIRE THE BEST!

We at Insight Worldwide look forward to helping your organization identify, hire and retain the best Correctional Officer candidates available.



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