

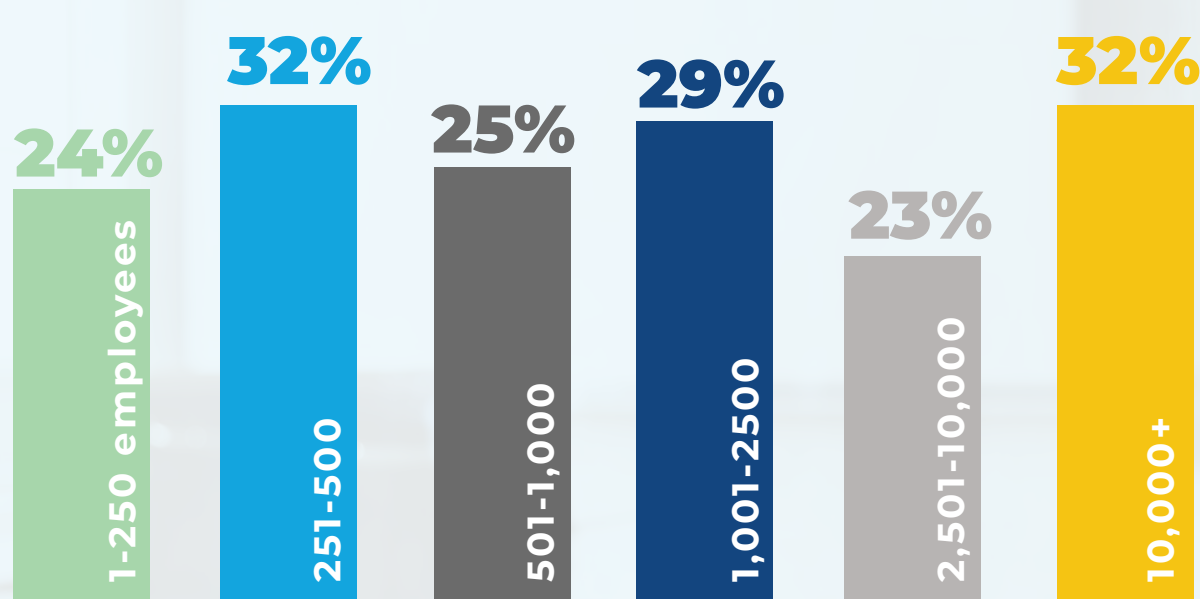
# THE STATE OF ASSESSMENTS IN 2022

## INTRODUCTION

Hiring assessments are amazing tools for creating a more data-driven hiring process. When candidates are plentiful, they can help to narrow down hiring to the best possible choices. When candidates are scarce, assessments can help business leaders to make that critical hiring decision the first time. In the Lighthouse Research & Advisory 2022 Talent Acquisition Priorities Study, we asked 1,000+ employers and 1,000 candidates about assessment usage, priorities, and more.

### EMPLOYERS LEANING INTO ASSESSMENTS TO VET CANDIDATE QUALITY

#### EMPLOYERS WHO PLAN TO PURCHASE HIRING ASSESSMENTS, BY SIZE



High-performing companies (those with better revenue, retention, and engagement indicators) are **33% MORE LIKELY** to be using hiring assessments than low-performing companies.

### EMPLOYER AND CANDIDATE PRIORITIES

#### EMPLOYERS WANT



Accuracy is **2x more important** than price when selecting assessment



Proactive/strategic talent acquisition teams are **3x more likely** to prioritize assessment look and feel compared to passive teams



The number one reason companies hesitate to use assessments? **They don't want to slow down the hiring process.**



High performers are **2x more likely** to be shopping for a new assessment provider.

#### CANDIDATES WANT



**62% of candidates** prefer an assessment that evaluates future growth and potential



**4 in 10 candidates** want a copy of their assessment report if they don't get the job



Diverse candidates are **67% more likely** to prefer assessments and video interviews to resumes for their dynamic nature



**3 in 4 candidates** say that 10-20 minutes is a fair amount of time to invest in a hiring test or assessment

## CONCLUSION

In today's workplace, assessments are a critical tool to make the right hiring decision, because in a tight talent market, employers often don't get a second chance. By layering in a helpful, user-friendly assessment, employers can create a more valuable candidate experience as well as a more inclusive, data-driven hiring process overall.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.

[LHRA.io/research](https://lhra.io/research)

#### ABOUT THE RESEARCH

This study took place in Q1 2022 and is based on survey responses from 1,000 global candidates and talent leaders at 1,000+ employers of all sizes and industries