

7 Best Practices

FOR ASSESSMENTS



Assessment Position in Funnel

If it's more for early stage screening , you likely want to make it shorter. 1 or 2 lighter technical challenges + either 3 - 5 video questions or 5 - 10 multiple choice questions

If for later stage skill evaluations, you likely focus more on using more detailed technical challenges.

Candidate Skill Level

The Feenyx content library offers 3 difficulty levels, intermediate, advanced, and master. The first two levels are typically used for junior through senior. Master challenges are purposefully very difficult, which are intended for highly skilled and very senior positions.

Feenyx Library or Custom Questions

Feenyx supplies a large library of questions that you can use to quickly build an assessment.

However the system is also designed for you to build your own questions or we can create new ones for you.

Assessment Applicability

Data shows that candidates are more likely to enjoy the process if the assessment is closely aligned with the actual job they will be doing.

Focus on questions and challenges that are closely tied to the actual position vs too general.

Assessment Length

Data shows that candidates are more likely to enjoy the process when the assessment can be completed in less than 1 hour.

We see assessments in the 30-45 minute range being very successful. Our system also provides an estimated length while you build.

Scoring Weights & Distribution

Feenyx allows you to customize the scoring weights and distribution.

You can choose to weight each question or each section with higher or lower weights. If the video questions are less important, make sure to reduce the weighting of those scores.

Scoring Mechanism

Feenyx can score candidate answers for you. This includes video or written answer questions. For most questions we have a rubric already designed.

However, you can also create your own scoring rubrics that our system will use if you prefer.



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