



Accessibility Quick Guide

This guide is designed to provide general guidance on accessibility for broad categories of conditions to enable fair and equitable assessment experiences.

While time-adjustments are available for Criteria assessments, they are not always suitable for the candidate's needs and this guide details other possible reasonable adjustments.

Note, this guide is not exhaustive, and all individuals will have their own unique experience of any specific condition. Always consult with the candidate to determine appropriate assessments and reasonable adjustments. If possible, seek specific guidance from the candidate's clinician regarding the assessment process.

When considering the results of any adjusted assessment process, consider the candidate's performance in relation to the role requirements and use multiple information sources to determine the candidate's suitability for the role.

Use the Legend for common considerations. Detailed considerations are found on the following pages.

Legend

Icon and Consideration	Consideration Detail
 <p>Game-based assessments likely to be unsuitable</p>	<p>Assessment format may impact candidate's ability to respond effectively to assessment items in a timely manner. The accuracy of results may be impacted.</p>
 <p>Trusted individual can assist in untimed assessments</p>	<p>Consider if assessment format enables candidate to respond effectively or if another trusted individual can interact with the assessment on the candidate's behalf, e.g. to click answers as directed by candidate.</p>
 <p>Ask candidate to review tutorial for suitability</p>	<p>Candidates can view tutorials before beginning scored part of assessments to evaluate suitability. If the assessment format appears unsuitable, the candidate can exit the tutorial and discuss alternative options with recruiter.</p>
 <p>Consider alternative assessment method</p>	<p>Consider an alternative method of assessing the aptitude (e.g. interview questions) or move the candidate to the next recruitment stage to gather more information about their suitability for the role.</p>

Physical Conditions

Impacts on movement / mobility. Examples include muscular dystrophy, paraplegia, spina bifida, arthritis, absence of limbs.

Accessibility Consideration	Most Suitable Assessments
<p> Time limited assessments (e.g. Aptitude, Skills & Emotify) Game-based assessments likely to be unsuitable</p> <p>→ Consider requirement to interact with objects on screen using computer mouse, typing or thumbs (on mobile devices), and candidate's ability to do so effectively under time pressure.</p> <p> Consider alternative assessment method</p> <p> Ask candidate to review tutorial for suitability</p> <p>→ Consider whether keyboard accessibility of the assessment meets the candidate's needs.</p>	EPP Illustrait® WSP WPP WAA Video interviewing
<p> Untimed assessments (e.g. Personality, Risk) Trusted individual can assist in untimed assessments</p>	

Neurodiversity

Neurodiversity is an umbrella term used to refer to dyslexia, Developmental Coordination Disorder (DCD) AKA dyspraxia, dyscalculia, Attention Deficit Hyperactivity Disorder (ADHD), Autism Spectrum Conditions (ASC), and Tourette's syndromes.

Accessibility Consideration	Most Suitable Assessments
<p>Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p> Game-based assessments likely to be unsuitable</p> <ul style="list-style-type: none"> → Consider assessment's requirement to interact with objects on screen using computer mouse, typing or thumbs (on mobile devices), and candidate's ability to do so effectively under time pressure, e.g. in DCD and Tourettes Syndromes. <p>Consult with the candidate regarding their experience of colours, sounds and fast-moving objects on screen.</p> <ul style="list-style-type: none"> → The game-based format of GAME, Cognify and Emotify, may make them less suitable for candidates where colours, sounds and movements degrade assessment experiences, e.g., sometimes occurring in DCD, ADHD, ASC. → The rapid transition of images in CAST may make it less suitable for candidates where rapid movements degrade assessment experiences, e.g. in DCD, ADHD, ASC. <p>Consult with candidate regarding specific experiences related to the neurodiversity traits, for example:</p> <ul style="list-style-type: none"> → Individuals with dyslexia may experience difficulties with literacy-based tasks. As such time adjustments or utilising assessments which minimise language reliance (such as Cognify without Verbal Knowledge mini-game) may be useful in aptitude testing. → Individuals with ASC may experience difficulties reading emotional reactions or social cues. As such, an assessment of emotional intelligence (e.g. Emotify) may not be suitable. → Individuals with ADHD may experience difficulties in maintaining focused attention over long periods. As such consider the length and format of assessments, e.g. Cognify may be more appropriate than CCAT due to the short mini-games format, if game-based assessment features are tolerable. <p>Consider whether a time adjustment will be suitable</p> <p> Ask candidate to review tutorial for suitability</p> <p> Consider alternative assessment method</p>	<p>EPP</p> <p>Illustrait®</p> <p>WSP</p> <p>WPP</p> <p>WAA</p> <p>Video interviewing</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p> Trusted individual can assist in untimed assessments</p>	

For further guidance please search Accessibility in the [Customer Resources Hub](#), or speak to your Customer Success Manager or Consulting Psychologist.

Sensory Conditions

Vision and hearing impairments, colour blindness

Accessibility Consideration	Most Suitable Assessments
<p>All Assessments</p> <ul style="list-style-type: none"> → Compatible with all forms of colour blindness 	<p>EPP Illustrait®</p>
<p>Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p>For hearing impairments, consult with the candidate regarding written English comprehension, especially if sign language is their first language. The accuracy of results may be impacted, especially for aptitude assessments with a verbal component (e.g. Cognify, CCAT, GAME).</p> <p> For vision impairments, Game-based assessments likely to be unsuitable</p> <ul style="list-style-type: none"> → Note: the use of a calculator is not required for any aptitude assessments <p> Ask candidate to review tutorial for suitability</p> <ul style="list-style-type: none"> → Ask candidate to evaluate whether display settings such as zoom, contrast, colours and brightness can accommodate their needs and if it is compatible with keyboard access. If the assessment format appears unsuitable, the candidate can exit the tutorial and discuss alternative options with recruiter. <p> Consider alternative assessment method</p>	<p>WSP WPP WAA</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p> Trusted individual can assist in untimed assessments</p>	

Psychological and Mental Health Conditions

Examples include anxiety disorders, mood disorders e.g. depression and bipolar conditions, personality disorders, phobias, Post Traumatic Stress Disorder

Accessibility Consideration	Most Suitable Assessments
<p> Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p>Game-based assessments likely to be unsuitable</p> <p>Consult with candidate regarding specific experiences related to the condition, for example:</p> <ul style="list-style-type: none"> → Candidates living with an anxiety disorder may experience adverse reactions to time-limited assessments, and/or game-based assessment formats which could degrade their performance. → The colours, sounds and rapid on-screen movements in game-based assessments, e.g., GAME, Cognify and Emotify, may generate adverse reactions, e.g., sometimes occurring in PTSD. → Depressive disorders can be associated with reduced concentration which could negatively impact test-taking experience and reduce accuracy of assessment results. <p> Ask candidate to review tutorial for suitability</p> <p> Consider alternative assessment method</p>	<p>EPP</p> <p>Illustrait®</p> <p>WSP</p> <p>WPP</p> <p>WAA</p> <p>Video interviewing</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p>Consult with candidate regarding specific experiences related to the condition, which might impact suitability of assessments for example:</p> <ul style="list-style-type: none"> → Mood and anxiety disorders may impact responses to assessment items and may reduce the accuracy of assessment results. 	

Neurological Conditions

Examples include multiple sclerosis, brain injury, epilepsy

Accessibility Consideration	Most Suitable Assessments
<p>Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p> Game-based assessments likely to be unsuitable</p> <ul style="list-style-type: none">→ Consider assessment's requirement to interact with objects on screen using computer mouse, typing or thumbs (on mobile devices), and candidate's ability to do so effectively under time pressure.→ Consult with the candidate regarding their experience of colours, sounds and fast-moving objects on screen. The game-based format of GAME, Cognify and Emotify, and the rapid movement of items in CAST may make them less suitable for some candidates where colours, sounds and fast-moving on-screen objects cause adverse reactions. <p>Consult with candidate regarding specific experiences related to the condition, for example:</p> <ul style="list-style-type: none">→ Short term memory, concentration and mobility difficulties, and tiredness, may especially impact Aptitude and Skills assessments, which may reduce accuracy of results. Consider the length of the assessment and opportunities for breaks. <p> Ask candidate to review tutorial for suitability</p> <p> Consider alternative assessment method</p>	<p>EPP Illustrait® WSP WPP WAA Video interviewing</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p>Consult with candidate regarding their experience of the condition, as some neurological symptoms may impact risk and personality assessment results.</p> <p> Trusted individuals can assist in untimed assessments if physical symptoms are associated with the neurological condition.</p>	

Chronic Illness

Examples include cancer, chronic fatigue syndrome, cystic fibrosis, ME

Accessibility Consideration	Most Suitable Assessments
<p>Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p>Consult with candidate regarding specific experiences related to the condition and treatment, for example:</p> <ul style="list-style-type: none">→ Short term memory, concentration and mobility difficulties, and tiredness, may especially impact Aptitude and Skills assessments, which may reduce accuracy of results. Consider the length of the assessment and opportunities for breaks. <p> Ask candidate to review tutorial for suitability</p> <p> Consider alternative assessment method</p>	<p>EPP Illustrait® WSP WPP WAA Video interviewing</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p>Take into consideration that some conditions may affect candidate responses to risk and personality assessments.</p>	

Temporary Conditions

Examples include acute illness, grief, short-term medications

Accessibility Consideration	Most Suitable Assessments
<p>Time limited assessments (e.g. Aptitude, Skills & Emotify)</p> <p>Consult with candidate regarding specific experiences related to the condition or medication and suitability of assessments:</p> <ul style="list-style-type: none">→ Illness, grief and some medications may impact short term memory, concentration and tiredness, which may reduce accuracy of assessments, especially Aptitude and Skills assessments.→ Consider whether testing can be postponed until acute effects have diminished.→ Consider the length of the assessment and opportunities for breaks. <p> Ask candidate to review tutorial for suitability</p> <p> Consider alternative assessment method</p>	<p>EPP Illustrait® WSP WPP WAA Video interviewing</p>
<p>Untimed assessments (e.g. Personality, Risk)</p> <p>Take into consideration that impacts on mood may affect candidate responses to risk and personality assessments.</p>	