STEFAN, FRASER & ASSOCIATES INC.
INDUSTRIAL PSYCHOLOGISTS MANAGEMENT CONSULTANTS

Personal-Competency Assessment for the Job of Firefighter

The assessment process conducted by *Stefan, Fraser & Associates Inc.* on behalf of fire departments is based on extensive research into the work that firefighters do and the personal competencies that candidates must bring to the job in order to perform in an efficient and effective manner. The process has been demonstrated to provide reliable measures of the extent to which candidates possess the necessary personal competencies and to generate results that are valid for predicting how candidates will perform on the job.

Assessments are based on candidates' responses to a battery of questionnaires. These are of two kinds: timed problem-solving tests and untimed self-description questionnaires. The entire battery can be completed in about three hours. The problem-solving tests examine candidates' ability to solve different kinds of problems, including: math, vocabulary, spatial relations and mechanical principles. The self-description questionnaires tap candidates' attitudes, motivations, likes and dislikes, and interpersonal qualities.

Unlike many firefighter candidate-screening systems, the *Stefan-Fraser* system does not require previous experience or knowledge of firefighting. It is designed to assess candidates' potential to benefit from training, to learn what they will need to know to be effective as a firefighter, and to become proficient in the tasks and duties of the job. We believe this to be a better approach to firefighter screening because it creates a "level playing field" for all candidates, for those who have knowledge and experience with firefighting and for those who do not but have the potential to succeed in the role.

It also means that it is NOT necessary for candidates to study or otherwise prepare for the testing session – other than to get a good rest the night before and to come prepared to focus their efforts and do their best.

856 HOMER STREET, SUITE 204 VANCOUVER EDMONTON
VANCOUVER BRITISH COLUMBIA CANADA V6B 2W5 www.stefanfraser.com
TELEPHONE: 604/ 685 4700 FACSIMILE: 604/ 685 7999