

Diversity & Inclusion (D,E&I)

Wave

Use of Wave

A job analysis exercise such as a card sort using the Wave behavioral framework or online competency selector will enable you to get a clear understanding of the behaviors that drive performance in the role. Validation studies can further help to fully understand this.

Fairness

General evidence demonstrates that there are group level differences in personality and on certain behavioral strengths scales. Gender differences can be reduced by selecting varied items which show opposing patterns of gender differences. Whilst highly repetitive personality scales, which effectively measure a single concept repeatedly, do not have the luxury of selecting varied items, the Wave facet approach allows a more forensic analysis of differences between men and women. This approach means gender differences are reduced as the areas where small differences exist are balanced through the assessment. As ever, it is important that this balancing maintains or increases the predictive power of the assessment.

Our data on the differences between the means for different groups on Wave generally show no, small, or moderate differences between groups. The small differences demonstrated do not justify treating age, gender, or ethnic subgroups differently and because of that we do not recommend using different or separate norms for subgroups. The small differences found have no impact on profile interpretation for age, gender, or ethnic groups. Full information on group trends and differences can be found in the **Wave Fairness Chapter** of the Wave Professional Styles Handbook.

Validity

Wave Styles assessments have been designed to maximize validity in forecasting overall effectiveness at work and key workplace competencies. You can review the validity of Wave Professional Styles in the **Wave Validity Chapter** of the Wave Professional Styles Handbook.

Assessment development

Our aligned model of Performance and Potential is designed to make the validity accessible and transparent to users. Accessible validity allows more accurate, fairer, and merit-based decision making, which will lead to effectiveness of individuals at work. By developing a questionnaire with Wave's high validity, we enable users to increase the confidence that the inferences made using the questionnaire, whether general or

local, will be more accurate and valid than inferences made using methods or tools that have lower validities. In relation to the D, E & I agenda, this helps ensure that the inferences being made are fair in relation to the tasks required within the context of the job role. More information can be found in the **Wave Construction Chapter** of the Wave Professional Styles Handbook.

Specific Accessibility Measures

There is a wide range of specific measures in place that enable Wave to be completed by candidates with disabilities or neurodiverse needs. In 2019, we completed a major upgrade to move the Wave questionnaire to a responsive design.

The updated design allows users to choose to complete the questionnaire across a range of devices from mobile to desktop. There is also a zoom feature enabled for the questionnaire. We have carried out work with Ability.Net to allow the Wave questionnaires to be completed via a screen reader to further increase accessibility. As Wave is not timed, there are no timing adjustments required.

For candidates with varying needs, the accommodations needed may be more related to test briefing, preparation and the delivery of the testing. For more information, please read our '**D,E&I – Tips for Assessment Users**'.