# EAAP Member Questionnaire: Selection in Aviation

This survey questionnaire is designed to collect EAAP members’ experiences working in selection in aviation.

There are 37 questions in this survey - below you will find only the questions and not the multiple choice answers. This document is only meant for creating an overview of the questions for those who want to see the entire questionnaire before starting the online version.

To fill in the questionnaire please visit:

# Section A: Demographics

### 1. **Please indicate your gender**

### 2. **Please indicate the country where you predominantly work**

### 3. **What is your field of specialisation?**

### 4. **How many years of experience do you have in your field of specialisation?**

### 5. **Select the option that best describes your work environment**

### **6.For which one of the following professions do you primarily carry out selection?**

# Section B: The selection process

In this section we would like you to fill out the questions related to your work environment and/or selection involvement.

Kindly respond to these questions in relation to the profession you primarily carry out selection for, as per your response to the previous question.

### 1.**Which of the following knowledge, skills and ability components form part of the selection process in your organisation?**

### 1.a. Cognitive & psychomotor abilities

### 1.b. Basic knowledge

### 1.c. Technical skills

### 1.d. Interactive (behavioural) skills

### 1.e. Personality questionnaires

### 2.**Which of the following instruments form part of the assessment process in your organisation? (more than one answer possible)**

### 3. **How many rounds of assessment/testing do you use?**

### **4. Indicate which of the following immersive assessments form part of your assessment portfolio**

### **5. Are you considering including any of the above-mentioned immersive assessments in your assessment portfolio in the next year?**

### 6.  **Have you conducted any in-house studies to validate a**

### 7. **Which option best describes the use of norms in personality assessment?**

### 8. **Which option best describes the use of norms in ability**

### 9.  **Do you apply psychometric cut-off scores with any of your psychometric tools, i.e. at a specific sten or percentile?**

### 10.  **How do you set your cut-off scores? (more than one answer possible)**

### **11. Do you apply composite scores in your selection process (i.e. an algorithm that yields a total score based on behavioural competency weights or weighted aptitude test scores as some competencies or aptitude tests are more predictive than others)?**

### 12. **How do you integrate selection data?**

### 13. **How do you administer psychometric testing?**

### 14. **Do you re-test if a candidate fails a specific test or assessment?**

### 15. **Under what circumstances is re-testing allowed?**

### 16. **What time interval do you allow for re-testing?**

### 17. **Who is in charge of the selection process?**

### 18. **How do you make selection decisions?**

### 19. **How many hours in total do your successful candidates typically spend in selection (Time taken in all rounds of selection i.e. filling in tests and questionnaires + assessment center + job samples + interview)?**

### 20. **How long does it typically take from application to placement?**

### 21. **Does your organisation administer an assessment process for promotion (for pilots this would be command upgrades or for ATC, a supervisor position?**

### 22. **Please list the vendors/suppliers and tests you use for your selection/assessments**