



# SSA LAUNCHES FACILITY MANAGER APTITUDE “eTEST”

**eTEST.NET**

“eTest” is a web-based screening program that provides self storage owner-operators/hiring managers with real-time pre-employment testing and assessment services. Our tests have been specially customized for evaluating potential self storage facility managers. The SSA eTest will provide a fast, reliable and cost-effective means of measuring common-sense traits linked to job behavior. Better hires result in reduced turnover and improved productivity by putting the right person in the right job. SSA’s eTest requires no setup or licensing fees so administration is straightforward and easy to use.

**Each customized facility manager eTest is \$75. Quantity discounts are available.**

## How Does SSA’s “eTest” Work?

Complete **one-time** account registration at <http://www.etest.net/signupSSA.asp>

- ▶ On the sign up page (the page the above link takes you to), scroll down and fill out the form then click the “Submit” button
- ▶ You will receive an email within one business day with your log-in information, instructions and site link
- ▶ Set up your test by going to [www.etest.net](http://www.etest.net), clicking on the “Customer Log In” button, and entering your login information
- ▶ Candidate takes test from browser at any location (preferably proctored)
- ▶ Test takes approximately 20-30 minutes to complete
- ▶ Test is scored immediately
- ▶ Results are sent real-time via email to owner-operator/hiring manager to be utilized for more focused and effective interviews
- ▶ Feedback comes in the form of an Interview Guide which consists of:
  - ▶ Narrative description
  - ▶ Interview questions to address extremes in responses
  - ▶ Actual scores which include a “good/bad” fit Facility Manager scale

## eTest Developmental Facts

- ▶ In development for over 16 months
- ▶ Job analysis focus groups with over 100 self storage owner/operators and facility managers
- ▶ Job analysis surveys taken by 35 self storage facility managers and hiring managers
- ▶ Developed 75 facility manager core competencies
- ▶ Observations of 15 self storage managers during their work day
- ▶ 50+ sample tests taken before finalizing custom test

## Test Structure: The Big Five

eTest is based on the Big Five model of personality structure. Research has strongly supported the relationship of these factors to job performance. The Big Five measures traits such as extraversion, emotional reactivity, behavioral control, agreeableness, and complexity. It also provides predictive performance-related dimensions derived from actual managerial ratings (such as dependability, interpersonal effectiveness, stress tolerance, and others). In addition, we can provide professional support and expertise for developing local norms and customized prediction indices specific to your business needs. To date, over 50,000 eTests have been taken.

**For additional information, please go to [www.selfstorage.org](http://www.selfstorage.org) or call 703.575.8000 ext. 108**