
POLICY ON USING THE BTSA AS A HIRING TOOL

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The BTSA was developed as a tool to help people make better decisions about life choices. Business leaders who had profited from using the BTSA themselves saw its potential as a tool for helping their employees or associates increase their effectiveness at work. It has helped managers and executives make decisions about:

- team structuring
- allocation of responsibilities within existing teams
- directing their own and others career paths in more satisfying ways

Given the concerns and laws within the United States, however, we do not recommend the BTSA be used for hiring, as some of its questions which are important in identifying and interpreting patterns of Falsification of Type may be offensive, exclusionary or invasive to some job applicants (e.g. those questions about age, sex, and religion). Those who take time to read the BTSA User Manual will find that hiring is not listed among the "Uses for the BTSA."

Nonetheless, given the power of the BTSA, we strongly recommend, the BTSA as a post-hiring tool which can be used effectively with all employees immediately following hiring as part of their orientation training, as the BTSA Feedback provides both the new employee and his or her manager with highly specific suggestions how he or she can contribute more effectively alone and as a team member.

