

ROLE-FOCUSED ASSESSMENTS

Manufacturing & Construction – Hiring

Help Your Organization Adapt, Evolve, and Lead Through Change

Future-proof your organization with our new Role Specific Assessment Tool:
Manufacturing & Construction – Hiring

The manufacturing and construction industries are rapidly being reshaped by AI and automation. Robotics, smart machinery, and AI-driven design tools are handling the repetitive, labor-intensive work that once defined the shop floor and the building site – driving efficiency, but also raising the bar for what skilled workers need to bring to the table.

As routine tasks get absorbed by technology, roles are shifting decisively away from manual execution and towards technical oversight, problem-solving, and project coordination. The professionals who will thrive are those who can operate alongside intelligent systems without losing the hands-on expertise, site instinct, and practical judgement that no machine can replicate.



Manufacturing & Construction – Hiring is a new assessment offering from Pearson. It is founded on a comprehensive research program which has examined the ways in which the work of manufacturing and construction is changing, and what skills these workers need to succeed in an evolving work environment.

Manufacturing & Construction – Hiring Benefits



- Measures skills critical to success today
- Reliable, predictive scores
- Sophisticated technology mitigates faking and cheating behaviors
- Enables informed talent acquisition decisions

Our innovative Manufacturing & Construction – Hiring assessment measures the following:



- 1 Achieves Goals** – Setting and achieving challenging goals; working hard; persisting in the face of significant obstacles; striving to produce high quality work.
- 2 Complies with Rules and Regulations** – Demonstrating honesty and trustworthiness; trying to do what is right and ethical; following rules, laws, regulations, policies, and procedures; accepting authority.
- 3 Demonstrates Resourcefulness** – Exercising responsible autonomy; being willing to make decisions independently; avoiding becoming dependent on others to complete tasks.
- 4 Pays attention to Detail** – Being thorough, precise, and organized while working; establishing and tracking details; spotting minor imperfections or errors and taking action to correct them.
- 5 Takes Responsibility for Actions** – Being reliable, well organized, orderly, and planful; holding self accountable for results and deadlines, accepting responsibility for mistakes.
- 6 Mechanical reasoning** – Solving problems; learning new mechanical concepts quickly; knowledge of basic mechanics; spatial perception.



Languages

US English

Norms

General Population



Contact us to explore how Pearson's suite of assessments can future-proof your workforce.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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