

Scale Score Interpretation Guide

In response to client need for finer-grained score reporting options for the WorkKeys® assessments, ACT created a Scale Score for the assessments. This document helps in understanding the WorkKeys Scale Score by explaining what the score is, how it can be used, and how it was developed.

Applied Math	
Scale Score	Level Score
65-71	<3
72-76	3
77-79	4
80-82	5
83-85	6
86-90	7

Graphic Literacy	
Scale Score	Level Score
65-71	<3
72-76	3
77-79	4
79-81	5
82-85	6
86-90	7

Workplace Communication	
Scale Score	Level Score
65-71	<3
72-76	3
77-80	4
81-82	5
83-85	6
86-90	7

Background

WorkKeys was originally developed to be used in conjunction with a job profiling process for employee selection and promotion decisions. The score used for this purpose is the Level Score, which yields a broad-based score range of 5 points across the performance range. Only Level Scores should be used for selection, promotion, or other individual high-stakes purposes that are based on WorkKeys profiles. The profiles are aligned to Levels and not to a more granular score. Further, the Level Scores, validated by profiling, have greater stability than more fine-grained scores.

Types of WorkKeys Scores

Level Scores:

Used for selection, promotion, or other individual high-stakes purposes when additional work such as a job profile has been conducted.

Scale Scores:

Used to provide finer-grained score distinctions for analyzing growth over time, evaluate group comparisons on outcome measures, and provide evidence of benefit from educational and training programs.

Workkeys Scale Score Interpretation Guide

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