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## **The Validity of the B3R Entry-Level Examination for Fire Services as a Predictor for Future Job Performance**

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Poster Presentation 13

**THE VALIDITY OF THE B3R ENTRY-LEVEL EXAMINATION FOR  
FIRE SERVICES AS A PREDICTOR FOR  
FUTURE JOB PERFORMANCE**

Terrance W. Gaylord and Johnna Shapiro\*, Department of Psychology, IWU

The use of aptitude tests by organizations within both the public and private sector has drawn attention from the scientific community as well as the courtroom. While theorists have argued that aptitude tests are not valid predictors of future job performance, several research studies have indicated otherwise. The current study focused on the B3R Entry-Level Examination for Fire Services, an aptitude test administered by a growing number of municipalities nationwide for selection purposes. To test the predictive ability of the exam, a criterion-related validation approach was initiated. A total of eight participants (members of the Normal Fire Department) were administered the B3R exam accompanied with a job performance evaluation completed by their direct supervisors. Results and implications of the correlation between the scores will be discussed when the statistical analysis is complete.