

## BEHAVIORAL OBSERVATION BASED ON OUTBOUND METHODOLOGY (BOOM®)

Behavioral observation is a widely used method of behavioral assessment. Unlike other methods of behavioral assessment, most of which rely on people's perceptions of behavior, BOOM assessment involves watching and recording the behavior of a person in typical simulated environment. BOOM observations are more objective than of perceptions. BOOM behavioral observation provides quantitative and objective data that can be used to determine current levels of behavior, to set goals for behavioral improvement.

Depending on the nature of the behaviors to be assessed, BOOM observers may use any one or a combination of several characteristics related to the behavior. The most common characteristic observed is frequency, or how often a behavior occurs. Other characteristics include magnitude (how intense a behavior is) and duration (how long a behavior lasts). Regardless of which characteristic is observed, it is important to measure that characteristic consistently throughout the behavioral intervention process.

### Essential Features of BOOM Assessment

- Job analysis of relevant behaviors
- Measurement techniques selected based on job analysis
- Multiple measurement techniques used, including simulation exercises
- Assessors' behavioral observations classified into meaningful and relevant categories (dimensions, KSAOs)
- Multiple observations made for each dimension
- Multiple assessors used for each candidate
- Assessors trained to a performance standard
- Systematic methods of recording behavior
- Assessors prepare behavior reports in preparation for integration

### Common Uses of BOOM Assessment

#### Selection and Promotion

- New hires in the organization
- Promotion of Supervisors & managers
- Self-directed team members
- Sales and customer interface employees

#### Diagnosis

- Training & development needs
- Placement

#### Development

- Skill enhancement through simulations

*Get the best of your employees through BOOM Assessment*

## The School of Leadership

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