How Audio Testing Responds to DEI Concerns

1. **No guessing**. Don't get reminders in the prompt or choices.

2. Response latency gages **candidate confidence** in the answer.

3. Success is **not dependent on reading skill**

4. The exam **doesn't require spelling** or writing skill

5. **Alternate correct answers** can be accepted & scored differentially.

6. **Fast to administer** – 2/3 the items required since guessing is eliminated

7. **Easy authentication** – Voice Recognition

8. **Fast to create** – Item authors don't have to write distractors.

9. **Flexible** – can take on cell phone, tablet or computer

10. Useful as a low-cost filter for advanced testing

11. **Multiple Choice option** – if an item can't be scored with a single word or a short phrase, **multiple-choice items can be administered**.