

*Table 1. KSA – Selection Tool Matrix.*

Categories of KSAs to be used in Selection	Selection Devices	Biodata	Cognitive Ability Test	Structured Interview
Physical Abilities		*		
Federal State and County Laws			*	
Supervision Behaviors				*
Preparation/Front of House			*	
Administrative Behaviors		*		
Communicative Behaviors				*
Logistic Knowledge				*
Customer Service Knowledge				*

*Note. This matrix indicates which KSA categories we recommend should be assessed by each selection tool.*