



Our Psychometric Assessment Toolbox

At Niche we utilise a wide range of psychometric assessments from many international suppliers. We strive to recommend the best assessments to fit with the client and organisation's needs and objectives.

We have well researched aptitude, personality, values and motivational questionnaires that allow us to evaluate a person's preferences in a thorough and rigorous manner.

Our Assessment Toolbox has the following features:

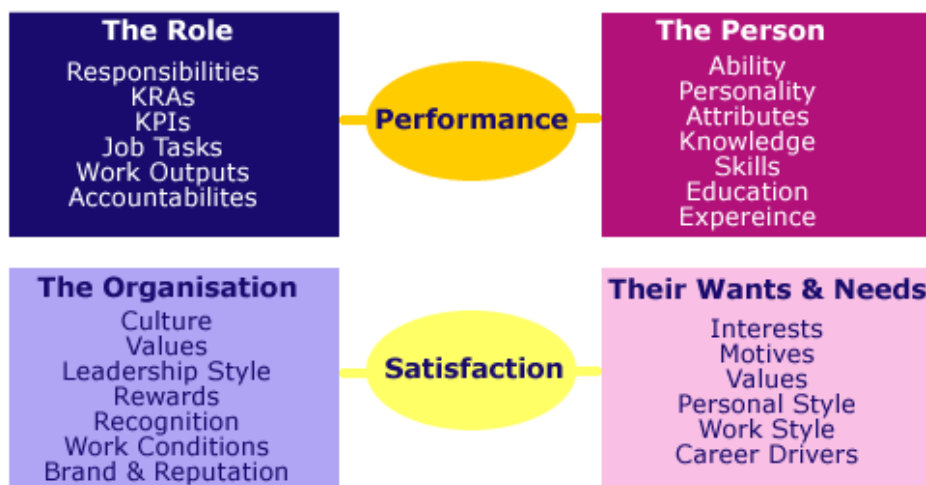
1. We do not align with any one test maker, and have no vested interest in recommending one test over another to our clients.
2. We draw from many different reputable test makers that meet our high assessment standards.
3. We pull the best assessments together from multiple test makers to customise our assessment recommendations to our clients specific needs.
4. We source tests from around the world and NZ to find the best tests for specific purposes.
5. We are ethically bound to only recommend well validated and researched assessments.

Combinations of Assessments

Often we will recommend a combination of assessments from multiple test makers to come up with the right battery of assessments for an individual, a role or an organisation.

For instance, an in-depth assessment for a leadership role might include Niche recommending up to 4 ability assessments and 3 personality assessments, as well as a behavioural exercise, all which could be from different test makers.

As the following model shows many things potentially impact on an individual's performance and satisfaction in the workplace. No one assessment tool is good at assessing all or even more than a couple of these things.





Where assessment expertise is part craft and part science

Broadly assessments can measure the following about a person:

- ◆ **Ability Testing**
- ◆ **Personality Questionnaires and Inventories**
- ◆ **Integrity Assessments**
- ◆ **Sales Assessments**
- ◆ **Safety Assessments**
- ◆ **Interest Inventories**
- ◆ **Team Typing Assessments**
- ◆ **Values and Motives Assessments**
- ◆ **Behavioural Exercises** – Role plays, Group Exercises, Inbox or Inray simulations

