

Psychometric Assessment for the Development of People

There are several different ways you can develop your people and use psychological assessments to assist with this process.

Assessments can be used as a developmental foundation for:

- ◆ **Executive Coaching**
- ◆ **Development Centres**
- ◆ **Training Needs Analysis**
- ◆ **Leadership Development** programmes and initiatives
- ◆ **Career Decisions**

When an organisation invests in any new expensive piece of equipment or machinery, this equipment usually comes with a manual to assist you in operating it, maintaining it, and operating it effectively. Unfortunately, when you invest in a new recruit they do not come with an instruction manual.

Fortunately, psychometric assessment information can fill this gap by providing information on the individuals needs.

Assessments can answer the following questions you may have your employees:

- ◆ How they like to be managed and led?
- ◆ What motivates them?
- ◆ Where they need development and training?
- ◆ What are their strengths?
- ◆ What is their future potential?
- ◆ What kinds of people would work best with them?
- ◆ How much structure and guidance they need?
- ◆ Are they a star we should fast track?
- ◆ What other careers might they suit?



Where assessments differ from different sources of information about development needs of individuals is that psychological assessment can also uncover the causes of behaviour.