

## Psychometric Assessments for Recruitment – How to Select the Best People

Robust psychometric assessments are excellent at uncovering candidates' likely behaviours in the work context and are difficult for candidates to manipulate.

We offer selection and recruitment assessments that range in price from:

- ◆ A single integrity or ability test (\$125)
- ◆ A robust personality questionnaire with short report linking to role competencies (\$350)
- ◆ A robust battery of ability and personality assessments and short report linking to role competencies (\$690)
- ◆ A robust battery of ability and personality assessments and full report linking to role competencies (\$990)
- ◆ A robust battery of ability and personality assessments and behavioural exercises for senior roles with full reporting linking to role competencies (\$1500-\$1800)

*All the above fees exclude GST and disbursements.*

We can customise our solutions, and one cost effective option we have used is for our clients to do some of or all of the administration in-house, once trained in test administration and standardisation.

The assessment information can then be used to:

- Analyse “fit” with competencies for role
- Analyse “fit” with team and organisation
- Link to performance management of the individual
- Link to their development, coaching, and training needs once in the role
- Link to succession planning and management



Unlike an interview, where candidates can practice and can take the focus off their weaknesses, psychological assessment is excellent at revealing attributes about an individual that they may not want a prospective employer to know.

The aim of a recruitment process is to select superior rather than average performers and as a result, the cost of a more robust assessment process is recouped over and over again by the fact that you have a high performing individual and team.



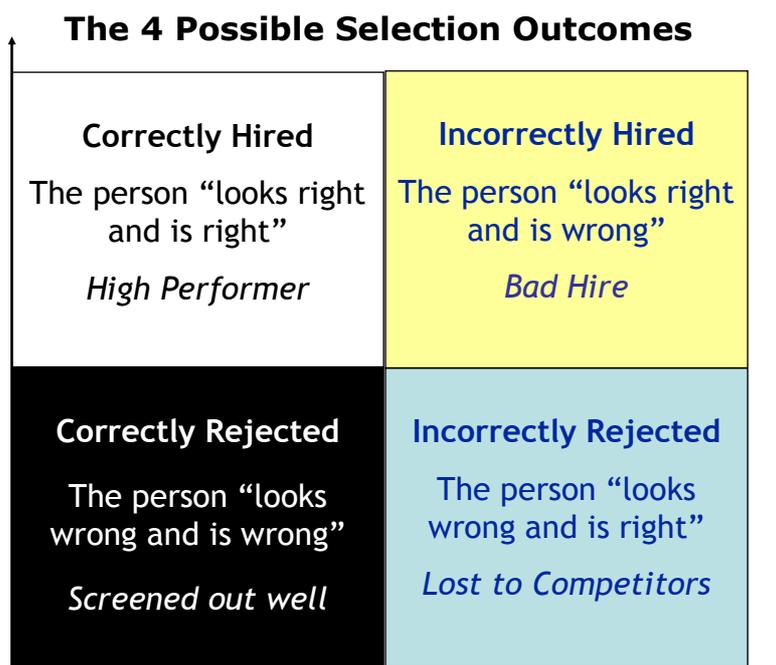
*Where assessment expertise is part craft and part science*



The information gathered through psychometric assessment is one piece of the recruitment picture and provides valuable information which adds to the overall picture of a candidate.

By using robust psychometrics as one of a number of tools to gather data on your candidate, you are more likely to uncover their strengths and weaknesses and make an informed risk assessment.

As the model below shows we want to reduce the number of Incorrectly Hired and Incorrectly Rejected candidates.



Should the assessments reveal information that may affect their performance in the role, we recommend reference checking or interviewing around these results to ascertain the impact on previous performance.

By assessing individuals prior to employment:

- ◆ The manager and organisation has valuable information about the individual and their training needs.



- ◆ The organisation then can decide if they have the time, energy and budget to support this individual to become fully successful in the role.
- ◆ The individual can decide if this is the right role for them and their particular strengths and development areas.

The most sophisticated recruitment process that takes assessments to the next level is High Performance Modelling. This is where the organisation assesses high and low performers and these results can be used to model the ideal preferences and attributes it takes to be successful in a chosen role or culture.