



Where assessment expertise is part craft and part science

Where and How can Niche Assess People?

Test Administration for Assessments

There are two types of administration conditions that an assessment needs to be done under:

1. Proctored Tests - assessments that need to be done in a supervised setting, such as most timed ability tests
2. Un-proctored Tests - assessments that can be done unsupervised, such as many personality questionnaires which have no time limit.

Our assessment process is streamlined to ensure we can turnaround assessments in a fast and efficient manner, as well as, ensure candidate care for the individuals completing the assessments.

For our proctored or supervised tests we have administrators who we use in the following New Zealand and Australian centres:

New Zealand	Australia
◆ Ashburton	◆ Adelaide
◆ Auckland	◆ Brisbane
◆ Christchurch	◆ Cairns
◆ Dunedin	◆ Canberra
◆ Gisbourne	◆ Hobart
◆ Hamilton	◆ Melbourne
◆ Invercargill	◆ Newcastle
◆ Napier	◆ Perth
◆ Nelson	◆ Sydney
◆ New Plymouth	
◆ Palmerston North	
◆ Queenstown	
◆ Rotorua	
◆ Taupo	
◆ Tauranga	
◆ Timaru	
◆ Wellington	
◆ Whangarei	

Many of the personality assessments we recommend can be delivered online, unsupervised anywhere in the world.



Most of our tests and questionnaires can be done online although we do have paper based back-ups for many assessments in case candidates have no computer or internet access.

For our un-proctored tests we allow the candidate the option to do these assessments in their own time at home or work, as long as they follow our guidelines to ensure the testing conditions are conducive to ensure accuracy and consistency of responding.

Unsupervised or Un-proctored Ability Tests

Some ability tests have been designed to be done unsupervised, which can be useful when candidates are based outside of main centres or in other countries, where it is difficult or prohibitively expensive to find trained administrators to proctor the tests.

When it comes to un-proctored ability tests Niche has the following ability tests that can be delivered online, without supervision:

- ◆ SHL verify tests
- ◆ Wonderlic online
- ◆ Global Cognitive ability tests



In situations where either speed of turnaround is an issue or where it is cost prohibitive to do normal supervised ability tests, these are good alternatives to consider as you can still get some information about raw abilities and intellect.

One note of caution however, all the suppliers currently advise that it is highly recommended that further testing is undertaken in a supervised/proctored setting later to verify these scores rather than rely on these alone to make a judgement of the individual's ability.

Our test administrators aim to make the assessment process as stress free as possible for the individual, and that includes us taking great care to have them calm and able to do their best in a supervised testing session. We have candidate information about the assessments for them to read as well as practice items they can do prior to the actual administration session.

The Assessment Process and Timeline

