

PSYCHOMETRIC ASSESSMENT SERVICES

WHY PSYCHOMETRIC ASSESSMENT?

Psychometric Assessment is a method of providing a quick and objective appraisal of an individual's characteristics and abilities in a variety of areas. This information can subsequently be applied in recruitment to screen out inappropriate candidates, and be used as the basis of behavioural interviewing. Data gained from Psychological Assessment may also be valuable in the management, training and development of employees to identify strengths and areas for improvement.

Predicting successful performance using Psychometric Assessment can entail measurement of skills, personality, motivation and values to ascertain whether an individual has both the capacity and willingness to perform a particular role.



BENEFITS OF PSYCHOMETRIC ASSESSMENT

- Increase the objectivity and consistency of the recruitment process
- Improve the predictive validity of the recruitment process (i.e. prediction of applicants' future performance)
- Attain information that can be used for performance management and training or development
- Confirm candidates' cognitive capacity (e.g. verbal, numerical or abstract reasoning, decision making)
- Determine applicants' typical or preferred ways of behaving in the workplace
- Identify candidates' key motivators and values