PSYCHOMETRIC ASSESSMENTS

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.

ASSESSMENT SERVICES:

- Cognitive Ability
- Personality
- Motivation
- Values
- Safety

COGNITIVE ABILITY ASSESSMENTS

Cognitive ability assessments are those that measure an individual's mental aptitude. Essentially these tests are designed to answer the question:

"Is a candidate likely to possess the underlying cognitive capacity required to complete the tasks and assignments of the role?"

These tests can measure a person's cognitive capacity to:

- Process information
- Make decisions effectively
- Solve problems
- Grasp new concepts

- Apply knowledge
- Deal appropriately with new or complex information
- Reason in logical and abstract ways

Different components of cognitive ability can be assessed and some of these components are listed below-

Verbal Reasoning

These tests assess an individual's capacity to apply logic and reach decisions based on narrative information. Verbal reasoning or evaluation tests typically require candidates to respond to statements following examination of short narratives. Such tests frequently require participants to evaluate statements according to particular rules.

Numerical Reasoning

These tests measure an individual's ability to reason and form conclusions with numerical and statistical information. Numerical reasoning or evaluation tests typically require candidates to use facts and figures presented in statistical tables or graphs to answer questions. Such tests are usually presented in a multiple choice response format, where candidates are expected to select the correct answer from several alternatives.

Abstract (Inductive) Reasoning

These tests assess non-verbal reasoning proficiency, including ability to adopt a strategic overview, and think at different levels of complexity. Abstract reasoning tests are designed to assess a candidate's ability to perceive and understand the relationships between abstract shapes and patterns. In such tests candidates are required to examine the pattern between various shapes and from a series of alternatives, select the shape
the best completes the pattern.

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Critical Thinking

These tests assess an individual's ability to think critically; synthesise different pieces of information together and critically evaluate possible conclusions. Critical thinking consists of the following elements: defining a problem; selecting pertinent information for the solution to the problem; recognising stated and unstated assumptions; formulating and selecting relevant hypotheses; drawing valid conclusions and judging the validity of inferences.

Problem Solving

These tests measure general mental ability. Typically, such tests are comprised of various verbal, numerical and spatial types, to determine an individual's ability to solve problems, learn quickly and apply knowledge to future outcomes.

For technical/operational/entry level roles:

Mechanical Comprehension

These tests measure an individual's understanding of basic mechanical principles and their application to a number of devices, including pulleys, gears and levers. This is a core skill relevant in many technical jobs.

Checking

The Checking Test is designed to measure the ability to compare information quickly and accurately. It is suitable for occupations where attention to detail is required. Each item has a time limit which respondents must work within, and the results will indicate the individual's ability to spot errors in a pressurised environment.

Calculation

The Calculation test is designed to measure a candidate's ability to add, subtract, divide and multiply numbers quickly and accurately. The Calculation test is valuable when assessing an individual's potential in any role where calculation and estimation, as well as auditing and checking the numerical work of others, are required.

Reading Comprehension

The test measures a candidate's ability to read and understand written materials and is useful for assessment at a range of job levels. This ability is very important wherever candidates will be expected to read, understand and follow instructions, or use written materials in the practical completion of their job.

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PERSONALITY ASSESSMENTS

These tests measure an individual's typical or preferred ways of behaving in the workplace. They can assess areas such as preferred interpersonal and communication style; leadership style; quality orientation; problem solving and thinking style; and emotional style, including resilience and stress tolerance.

EMOTIONAL INTELLIGENCE

Emotional and Social Competence Profile

Based on a respondent's answers to the Occupational Personality Questionnaire, the Emotional and Social Competency Profile provides an objective measure of the 'softer skills' associated with democratic, flexible, team based work cultures. Such skills include interacting fluently with others in the organisation, adapting to the fast changing external environment, and handling stressful situations.

MOTIVATION ASSESSMENTS

These tests are designed to identify those work motivators that affect an individual's long-term job satisfaction and the relative importance of these factors to that person. Motivators may include development opportunities, business impact, career progression, money, and variety.

VALUES ASSESSMENTS

These tests are designed to identify the corporate values that affect an individual's long-term job satisfaction and the relative importance of these factors to that person. Values may include leadership, customer focus, teamwork, quality orientation, integrity, empowerment, and loyalty.

SAFETY ASSESSMENTS

These tests are designed to assess normal, work-related safety behaviour, motivation and values. They identify "at risk" safety behaviours, based on the self-perception of the person.

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