

What is a Psychological Assessment?

Psychological Assessment is an invaluable tool in the selection process. It offers an objective and legally defensible method of comparing the relative methods of candidates.

Research indicates selection processes that include ability and personality assessments, in conjunction with interviews and reference checks, can increase recruitment success by 60%.

Our team of consultants has expertise in recommending, advising and interpreting the latest and most effective assessments available today to meet your needs.

Ability Tests

These instruments are designed to measure specific analytical skills and intellectual abilities. In particular, these assessments include Verbal Reasoning; Numerical Reasoning and Abstract Reasoning tests. This provides a well-rounded perspective of applicants' analytical and intellectual abilities, and a candidate's ability to learn and process new information. Occupational Specific Ability Tests may be utilised to objectively measure specific skills, such as Sales Ability Skills, Clerical Skills and Customer Service Skills.

Personality Assessments

An individual's personality and cultural fit within an organisation is widely recognised as a crucial factor in staff retention and maximising productivity of an organisation. Psychological assessments can measure overall personality characteristics, work motivation skills and preferences, current and potential leadership skills, emotional intelligence, and a general cultural fit within an industry or organisation.

Emotional Intelligence (EQ)

Emotional intelligence assessment can be invaluable to recruitment and career development. Much research has confirmed the strong correlation between EQ and successful job performance. Given this, utilising an EQ framework can improve your overall talent management.

Career management

Psychological assessments may be utilised to maximise career management and coaching assistance. Assessments may be tailored to measure career interests, highlight skills gaps and areas for development and measuring changes as a result of coaching or training intervention strategies.

Benefits to your organisation:

- Objective information to confirm skills, aptitudes and job specific abilities
- Reassurance and support as part of completing the right recruitment decisions
- Benchmarking and profiling candidates against organisation's norms and for successful performance
- Improve understanding of your current talent and assist in identifying future potential
- Take control of the selection, engagement, retention and development of your people

With 25 years HR management experience, I have always appreciated the value of using psychological testing, in the right context, to assist in making better decisions during the recruitment process - not as a 'pass/fail', but rather as a means of gaining a better insight into behavioural characteristics for further probing during interviews and reference checking. Annabel Rees, National General Manager, People Solutions and her professional team were of like-mind, which is refreshing.

Through use of the test batteries they recommended, the reports that they generated, and their ability and willingness to offer a more in depth analysis, they provided a 'value-add' service for our recruitment practices.

Robert Jackson, Human Resources Manager, UltraData