

# Psychometric Assessments Explained



## What are Psychometric Assessments?

Traditionally, psychometric assessments were limited to corporate or high security organisations. In the past few years, an increasing number of small to medium sized businesses are recognizing the importance and benefit of psychometric testing as a core element of their recruitment and personal development plans.

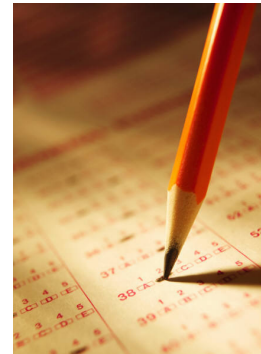
So what are psychometric assessments? Don't worry, they are not as scary as they sound. You are not hooked up to a machine or asked to lie down on a couch. Today's psychometric assessments are carefully researched and designed tools to analyse key abilities and behaviours. When used in conjunction with other assessment methods such as interviews and reference checks, psychometric assessments are a

valuable indicator of on the job performance and ability.

Assessments can also be used to understand abilities, values, interests and behaviours of an individual.

### Do you want to identify:

- The right person for the job?
- Who you can trust with the company purse?
- Potential behaviours of new staff?
- How to motivate individuals to improve productivity?
- Your rising stars for the future?
- Ways to improve teamwork?



HR Coach Assessments can help your business succeed!

Contact your HR Coach to review your business needs.

## How can Assessments help my business?

Using well researched and validated assessment tools can be used for:

**Recruitment**– Verify and explore the information you have obtained from other sources to assist in decision making.

**Individual Development**– Assist with identifying drivers, preferences and strengths to enhance performances, career satisfaction and development.

**Team Development**– Learn how to work better together for optimal results.

HR Coach Assessments provide an affordable tool without compromising on quality. Your assessments are administered and interpreted by our team of Registered Psychologists.

You receive a written report of the results tailored to your job criteria. And because we only

use validated assessment tools, they are defensible in court if the purposes of testing are legitimate and ethical.

Depending on your requirements, you can begin using assessments in your business for as little as \$85. With a variety of delivery methods to suit your needs, HR Coach Assessments can provide your business with the edge you need to succeed.

## What types of Assessments are available?

- Personality
- Problem Solving
- Verbal Reasoning
- Numerical Reasoning
- Spatial and Mechanical Reasoning
- Integrity, Reliability and Conscientiousness
- Leadership
- Software Skills
- Conflict Management and Communication Style
- Motivators
- Cultural Adaptability
- Safe Work Behaviour