



## Why use Psychometric Assessments?

The use of Psychometric Assessments reduces the risks associated with employing a senior executive. They also greatly enhance the opportunity to see potential in people in an objective way. They have been proven to better predict performance and to assist in the management of people and their career.

Psychometric Assessments offer the opportunity to leverage off peoples' strengths and to support areas needing development. They are an ideal tool as the basis for conversations around executive coaching and succession planning.

- Psychometric assessments are standardised; placing all candidates on an equal footing.
- They provide unbiased, reliable and relevant information concerning likelihood of job success and satisfaction.
- They also give structured and measurable insights into an individual's likely behavior and ability levels.
- They reduce selection errors, allowing organisations to reduce staff turnover, training costs, lost opportunities and stress to individuals.
- The Occupational Personality Questionnaire (OPQ) – assesses an individual's interpersonal style, thinking style and emotional style. It is a useful assessment to gain insight into how an individual is likely to respond to circumstances in the work environment.
  - How effectively will they deal with pressure and stress?
  - How will they choose to work with data and process information?
  - How will they communicate with and engage their team/s?
  - What kind of leadership style are they likely to adopt?
  - What would be their natural approach to persuasion and negotiation?
- Aptitude Measures – generally we would recommend the administration of two aptitude measures; verbal and abstract reasoning. These assessments will give us an indication of an individual's approach to problem solving as well as their ability to solve complex problems and to learn and retain new information.
- Emotional Capital Inventory (ECI) – measures emotional intelligence and leadership behaviours across the ten emotional and social competencies of emotional intelligence. This is an excellent assessment to gain a deeper understanding of an individual's leadership style and approach especially in a senior role where the stakes are high.

The bottom line is, Psychometric Assessments help to identify the difference between adequate and exceptional and to provide a basis for questions around previous accomplishments and claims made in a CV. They represent a very small investment compared to the various benefits they offer, in short they represent excellent value in a hot market place.