

## Psychometric Assessment Focusing on Personality and Ability

### What are the benefits?

Psychometric assessment will...

- Enhance the objectivity of the selection process
- Standardise the selection process, therefore, putting candidates on an equal footing
- Provide unbiased, reliable and relevant information concerning the likelihood of job success and job satisfaction
- Improve the chances of appointing productive, high performing staff
- Reduce selection errors, reduce staff turnover, reduce training costs, lost opportunities and stress to individuals
- Give structured and measurable insights into an individual's likely behaviours and ability levels, probable strengths and areas where further training or initial job support can be offered. This means training can be deployed more effectively

Extensive research has demonstrated that psychometric assessments are among the best predictors of job performance. By incorporating psychometric assessments into a selection procedure, businesses can enhance the likelihood of employing high performing staff and reduce selection errors.

Personality assessments can highlight a candidate's preferred interpersonal style, thinking style and coping style. They can emphasise a candidate's preference in terms of how they like to manage or be managed. We can also determine how individuals are likely to operate in a team situation.

Ability assessments consider a candidate's general reasoning capability (numerical, verbal or abstract) or their ability to critically analysis a situation (numerical, verbal), major factors influencing a candidate's ability to perform their role.

Different assessments are used depending on the level and function of the role that the candidate is being considered for. For example for a Sales Representative may undertake an assessment focused on their sales style and what motivates them; a Factory Processor could be assessed on their ability to follow instructions; a General Manager may be assessed on their ability to critically analysis written or financial reports, manage a business strategically and their ability to form relationships.

Every business has different positions, a different culture and different requirements of their employees. Pod Consulting assesses every position and makes an appropriate recommendation for psychometric assessment based on the specific role.

Psychometric interpretations are verbally presented to employers as well as in a written report. Employers have the opportunity to ask questions regarding a candidate's ability to perform to specific competency requirements of a role. Verbal feedback is also given to every candidate.