

Pre-employment Psychological Testing and Assessment Services

Why do selection decisions go wrong?

Picture this; you've hired an employee who presented well at their initial interview, had a "blue chip" background, the right skill set, reference checked brilliantly but didn't live up to expectations in the job just 6 months down the track.

Perhaps you've had that experience as an employer. Trying to minimise the number of poor hiring decisions and maximising the number of good ones through effective screening and selection methods is clearly the number one priority.

Inevitably selection decisions are influenced by a range of conscious and unconscious subjectively interpreted factors. The power of psychological assessment is in its ability to provide objective reporting of a candidate's abilities and attributes in order to remove subjective influences from the decision making process.

What are the benefits of using psychological assessment in your organisation?

- Objective measurement of a candidate's ability relative to other candidates and the appropriate benchmark for expected performance
- General ability measures have been shown to be the strongest predictor of a candidate's future job performance, i.e: their general cognitive ability when measured against the demands of the job is a strong predictor of how well they will perform in the role
- With the tests we use, it is difficult for a candidate to fake or skew the test results and we will usually pick up personality traits that may have been exaggerated or intentionally manipulated in an initial interview performance.
- Highlights personality strengths/weaknesses of the candidate relative to the demands of the role and competencies required.
- Personality assessments will assist in management strategies of the candidate if hired, as areas for skill and personal development will be reported on.
- Robust personality assessments have been shown to be a clear predictor of job performance when the job behaviours required in the role are aligned with the personality assessment measures.
- It assists in the process of differentiating between "otherwise equally favourable" candidates for a position.
- Provides objective group ranking options and shortlists for large intakes.



“Research suggests that relying on intuition to select a candidate has a predictive performance capacity of just 2% on average.

That means your best judgement or “gut feel” of a candidate does not predict 98% of how they will actually perform in a job if you hire them on that basis alone”.

What types of organisations use psychometric assessments?

PsychWorks Partnership is the preferred supplier of pre-employment psychological evaluation services to a number of regional and public companies. We supply services to a broad range of industry sectors including mining, heavy manufacturing, financial services, Government and not for profit organisations.

Some of our larger clients employ more than 3000 people worldwide however we also serve regional clients with perhaps 30 to 40 employees.

How does it work?

Our candidate assessment service capability is worldwide, enabled through our secure web-based assessment site. Candidates can log-in through a password protected process and complete their assessments at any time. Once a candidate has finalised their assessment, a written report is interpreted by our psychologists and then sent directly to the commissioning organisation usually within 48 hours, or in less time for initial verbal feedback. We keep you informed at every step during the process.

What jobs are pre-employment psychological assessments used for?

We manage individual candidate assessments through to high volume candidate intakes for such activities as apprentices and customer service positions. For our regional clients we can offer on-site group testing services. We are typically involved in assessments for a range of positions such as:

Apprentices • Administration • Trades / Operators
 • Sales and Marketing Professionals • Engineering and Technical • Customer Service / Call Centre • Operations / Production • Workshop Supervisor / Team Leader • Accounting and Finance • Human Resources / OHSE • General Manager and CEO Level.

Can an employer get their own benchmark data to screen and select for specific positions?

We can provide your own “norm groups” over time once the sample space is large enough (usually 60-100 candidates). PsychWorks Partnership can also develop a “high performing employee model” and benchmark to screen and select candidates. This is developed through a statistical performance profiling analysis of your current employees that is job specific.

What tests are used?

Tests are selected on their relevance to the job and degree of inherent skill required in any given position. They are then benchmarked against the appropriate population group. We apply a range of general and specific tests depending on the position. Our test library is extensive and includes, but is not limited to, the following:

Ability Tests

General Reasoning • Critical Thinking • Verbal Reasoning • Numerical Reasoning • Mechanical Reasoning • Spatial Reasoning • Clerical Speed and Accuracy • Literacy – comprehension

Other Tests

General Personality Profiling • Motivation and Values Inventory • Predicting Sales Achievement • Customer Service / Call Centre Suitability • Emotional Intelligence (EQ) • Safety and Risk Awareness • Leadership Competency Reports • Career Direction Assessments

Personality assessments

Personality assessments are designed to give insight into a candidate’s behaviour, predominant personality traits, strengths, areas for development and motivations. There is no “pass or fail” with these assessments. Our personality assessments will give the prospective employer an accurate indication of future job performance.

Our personality assessments are interpreted by experienced psychologists with reference to the specific position being assessed. We supply specific interview questions for you to ask the candidate based on our findings.

“Ability testing has been proven to be the strongest predictor of a candidate’s future job performance”

What is the advantage of using PsychWorks Partnership?

Psychological assessment (often called psychometric assessment) comprises processes designed to measure, amongst other things, a candidate's intellectual or cognitive abilities and personality. Assessment is not just about testing and then reporting "scores". It is an integrated approach that takes into account job competencies and behaviour, an organisation's business objectives and culture, together with drawing on the expertise provided by a psychologist.

Some "test centres" have computer software that roll out generic reports on candidates. While they are often inexpensive, they may not allow for a consultative process on the candidate's results with the client.

We are not a "test centre". Our assessments are individually produced and interpreted by an experienced psychologist (not a computer program), tailored to the job and increase the validity of your screening and selection decisions. We offer an advisory process to guide your selection decisions, not simply a computer driven "test" reporting process.

Pre-employment psychometric evaluation can provide valuable information on a candidate's suitability not available through any other means.

What are the benefits for the candidate?

Our policy is to offer all candidates direct and unambiguous feedback on their assessment results directly from our psychologists.

Candidate benefits:

- Insight or confirmation of their areas of strength and areas to develop. Allows them to look at up-skilling in certain areas eg, leadership or management skills.
- Assists them in assessing whether the role they are applying for is a "good fit" in terms of their personality and intellectual abilities.
- Serves as a guideline for career development and career options in the future.
- Provides them with a strategy of how to manage their performance in an organisation and areas to focus on in the future.
- Gives them a measure of their relative standing to the benchmarks used.

Like to know more?

PsychWorks Partnership delivers highly robust "predictive performance" pre-employment assessments across the whole spectrum of job categories and seniority levels within your business.

For more information on how pre-employment psychological assessment can enhance your selection decisions and business performance, call us on **(02) 49 332 364** or email us contact@psychworks.com.au