

Assessment: the process of evaluating **performance** capability.



The best assessments are those designed around the needs and challenges of your business. An effective assessment reflects an understanding of the level of competence needed in the role and addresses key questions about the people assessed.

A wide range of interpersonal factors, a narrow range of ability factors and a capacity to work strategically will distinguish top performers from average ones.

Our approach combines a variety of techniques, including in-depth interviews, full psychometric tests and where appropriate, business simulations.

Why use **People-centric** business psychologists?

Our psychologists come from practice-oriented research backgrounds, placing them at the forefront of their field of expertise, and offering our clients significant competitive advantage by placing them at the leading edge of innovation and change. We only champion methods shown to make a difference - important, sometimes counter intuitive and always relevant. Our approach is up-to-date and results-driven, contributing to system wide improvements in people practices

The **People** Advantage

The way in which an organisation selects and develops its senior managers can provide strategic competitive advantage. At the most basic level, sophisticated selection and assessment processes give the impression of professionalism but chosen and used with skill they can provide real and measurable benefits.

Benefiting **Participants**

Assessment can benefit all participants providing they have the personal attention and support needed to perform at their best, and useful, timely feedback. Indeed, all participants need to be treated with care if the assessment process is not to be seen as cold and uncaring on a personal level. We work diligently to ensure the assessment processes projects a highly professional image of the organisation. All participants are treated considerately and the process will be seen as appropriate for the role under scrutiny. All participants are offered feedback on the useful insights revealed in order to make sure the process is valuable to everyone.

Good appointments **Impact** the Bottom-Line

Strong performance increases revenue and profit by developing effective ideas and strategies, winning support for them, and inspiring others to get them implemented. Marginal performers hurt the bottom line by making poor decisions, working inefficiently and being slow to change.

WHY PEOPLE-CENTRIC?

- **Years of experience in assessing and developing executives at the senior level**
- **Expertise based on sound understanding of applied business psychology research**
- **Specialists have years of experience in this field**
- **Access to wide range of assessment instruments**

Assessment for Specific Roles

SENIOR EXECUTIVES

PROFESSIONAL PARTNERSHIP

MID-LEVEL LEADERS

These people are critical to organisations. They don't mind being assessed providing it is introduced sensitively and carried out by competent and capable professionals who use their tools with skill and understanding.

Armed with a new criteria for understanding leadership roles and individual capabilities, organizations can assess, select and develop managers with much greater precision.

Obtaining a qualified, unemotional, third party objective evaluation of a candidate to supplement interview assessments and other information can increase the odds of selecting the right individual.

Assessment and Development Centres

Both involve formal procedures, incorporating group and individual exercises, tests, and interviews but whereas development centres are designed to reveal developmental needs against specific competencies, assessment centres are designed to get to the heart of selection candidate abilities and skills. We use top of the range exercises to design centres, train assessors, and analyse participants.

Our Assessor Bank

Sometimes an assessment centre can get crowded out by other obligations of assessors. Our experienced team of qualified psychologists can provide a flexible resource across the full spectrum of assessment centre demands.

- **We have access to state of the art tests and exercises from all leading test publishers.**
- **As independent test purchasers we can provide the most appropriate tools for the client.**
- **Online testing is available as well as traditional formats.**
- **We have a large facility for graduate testing out of study hours**

Multi-method Assessment Benefits

- Improves the predictive efficiency of the selection process
- Allows employers to make better decisions than can be made on existing data alone
- Enables the gauging of potential rather than just skills that have been acquired retrospectively
- Equips HR and line managers with information about likely strengths and weaknesses that facilitates more effective management
- Projects a highly professional image of an employer — important when attracting scarce talent.