

Psychometric profiling

Summary of services provided by Wisewalk Resources



Psychometric tests are powerful tools used by organisations for the selection, development and management of people.

Research has shown that well-constructed psychometric tests are the single most effective predictor of job performance.

Tests can be used in a variety of different ways:

- ✓ to enhance the decision making process in assessment for selection and promotion
- ✓ as an aid to management in areas such as motivation and team building
- ✓ to identify development needs, as a basis for employee counselling, as well as in organisational areas such as management of change or succession planning

Psychometric tests provide additional relevant information over and above that obtained from more traditional assessment methods. For instance, tests aid recruitment processes by ensuring that all candidates are treated fairly and measured against a common yardstick.

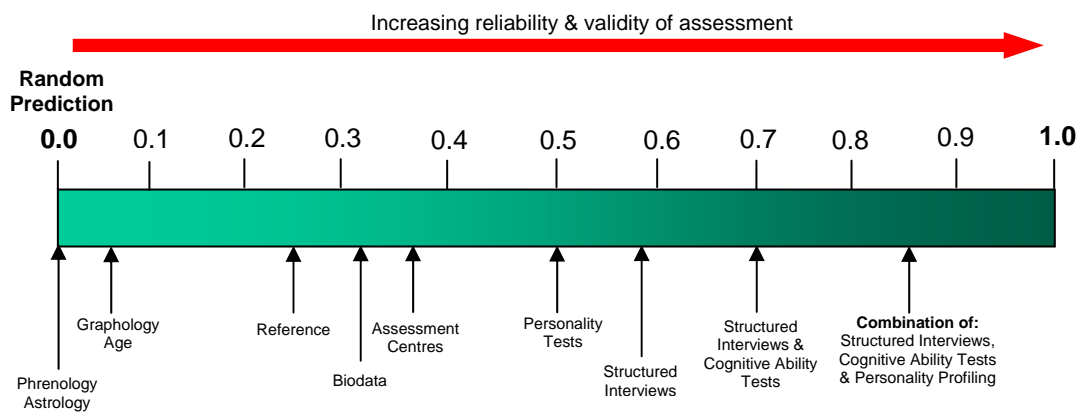
Tests can be used to challenge stereotyped judgements made by interviewers and often enable a more objective analysis to take place than is possible by interviewing alone.

Tests may be used for selection (either for short listing or final decisions), placement or promotion decisions, development, team building, counselling, out-placement and organisational development.

Using tests can lead to substantial gains for an organisation in terms of increased output and efficiency, better quality staff, higher morale, more effective performance, lower training costs and reduced turnover.

When used properly, psychometric profiling helps to ensure consistency when matching people to jobs; successful identification of individual capabilities; and high validity for predicting on-the-job performance.

Where assessment and selection criteria are employed in a structured way, reliability & validity are always increased



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INVESTOR IN PEOPLE



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Our range of services is designed both for efficiency and to minimise costs



Wisewalk administer the most sophisticated profiling instruments currently available ~ our detailed personality questionnaires measure 32 different dimensions of personality, each of which relate to success factors in today's world of work.

Establishing and understanding someone's preferred style of behaviour at work provides very valuable information on their likely performance in the role.

Flexible application of all our profiling instruments and aptitude tests minimises time spent away from primary responsibilities for your staff. Wherever possible candidates will be tested as part of a joint Assessment Session (ie several candidates tested at the same time) and feedback can then be provided during an overall half day session.

Wisewalk offer a variety of extremely flexible & cost-effective solutions to meet organisational needs ~ whatever your stage of evolution or rate of business growth.

Comprehensive Range of Instruments

Wisewalk administer a comprehensive range of instruments & structured exercises within our candidate selection centres:

Occupational Personality Questionnaires

Cognitive Ability (Aptitude) Tests

Motivation Assessments

Management Judgement Scenarios

**Strategic, Tactical & Operational Management Exercises
(In-Tray exercises & Group exercises)**

These latter exercises are usually tailored to suit the precise operational environment of the organisation; e.g. private sector, public sector, local government authority, district health authority, etc.

The instruments & exercises are integrated within sessions typically spread over the course of a full day.

Alternatively any of the above instruments may be ordered and applied individually or in combinations. Wisewalk will be pleased to advise upon the most appropriate assessment techniques, based upon your selection objectives.

Wisewalk will be pleased to tailor an individual solution to match the precise requirements of your organisation

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Occupational Personality Questionnaires

Ipsative version - Candidate Selection & Assessment
Normative version - Staff Development

These highly detailed personality questionnaires measure 32 different dimensions of personality, each of which relate to success factors in today's world of work.

They are intended for use in the recruitment and development of professional and managerial roles as comprehensive reports can be generated from the scores.

A full range of narrative interpreted reports are available and all test materials are provided by Wisewalk.



Cognitive Ability (Aptitude) Tests

Wisewalk also administer a wide range of ability tests, suitable for differing levels within an organisation. Ability profiles can be produced based upon the following tests:

Verbal and numerical tests designed to measure high level verbal and numeric skills suitable for **Senior Managers and Directors**

Verbal and numerical tests designed to assess the reasoning skills of **Middle Managers, Senior Managers, Professional staff and Graduates**

Verbal, numerical and diagrammatic reasoning tests designed to measure the skills of **A Level school leavers, Supervisors, Junior managers and Management Trainees**

Management Judgement Scenarios

Increasingly managerial judgement is seen as an important skill for individuals in organisations, regardless of whether they have the formal job title of 'manager'.

The Scenarios test assesses Managerial Judgement - an individual's ability to Evaluate 'real-life' managerial situations and decide on appropriate and effective ways of handling them. It assesses an individual's current level of judgement, but it can also be used to provide feedback on how to improve performance in this area.

Scenarios rates candidates on their overall Managerial Judgement – which is broken down into **Managing Objectives, People Management and Reputation Management**.

Scenarios presents a succession of managerial scenarios and associated responses. Individuals are asked to evaluate each of the possible responses given for their effectiveness in dealing with the situation. It is these evaluations that are then scored against a set of ideal answers to provide an assessment of Managerial Judgement.

These tests make it possible to assess candidates not only on their overall level of judgement, but also on how effective their judgement is when dealing with different kinds of organisational issues

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Strategic, Tactical & Operational Management Exercises



Wisewalk apply these exercises in situations where a group of individuals need to be assessed and compared:

To assess competency areas by simulation exercises including communication, persuasion, team working, innovation, analysis, strategy, leadership styles etc.

To review a whole range of competency areas to assess strengths and development needs

To conduct assessments for selection, promotion, performance management or development

Development programmes to clearly identify how someone performs within a particular role

Strategic Exercises: Directors and Senior Managers

Setting strategy for an organisation;
making critical decisions affecting the direction of an organisation

Tactical Exercises: Managers and Professionals

Implementing strategy within a broad framework;
making important decisions affecting a department or function

Operational Exercises: Junior Managers and Professionals, and Supervisors

Planning tasks and projects within a clearly defined framework;
affecting specific issues or projects

Depending upon the precise exercises administered (determined by the relative seniority &/or experience of the candidates), the following competencies can be measured:

- Planning and Organising**
- Problem Solving and Analysis**
- Written Communication**
- Action Orientation**
- Strategic Perspective**
- Commercial Orientation**
- Judgement**
- Innovation**
- Creativity and Innovation**
- Accountability**
- Using Initiative**

RENOLGY
BY
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