



Discover What Interviews Can't Tell You

Psychometric testing enables employers to truly assess a potential or existing employee's interests, abilities or personality in a measured and structured way.

Psychometric testing, combined with a structured interview process, is consistently proven to be the best predictor of job performance. Psychometric testing can be used as part of your selection process to assist in making objective and informed decisions about the candidate best suited for a role as well as their organisational 'fit'. Psychometric testing is more than a recruitment tool – it can also be used for leadership and individual development as well as coaching and succession planning.

HR Business Solutions offers a suite of psychometric testing services:

- **Personality Assessments:** these assist you to gain an understanding of how people can be expected to behave in a given situation. This information is useful to determine job and culture-fit when recruiting new people or promoting existing employees. It can also raise employee self-awareness when used for developmental and coaching purposes.
- **Ability Testing:** provides an insight into an individual's ability to communicate, interpret and analyse numerical information. It shows if they can 'think on their feet' when problem-solving and analysing information. This type of test is beneficial for determining suitability of people to perform in given roles.
- **Emotional Intelligence (EI):** EI testing explores how effectively people perceive, understand, reason with and manage their own and others' feelings. High Emotional Intelligence has been consistently linked to effective leadership. EI testing is a critical part of your leadership development program.
- **Team Profiles:** provide insight into work style and preferences for teams and individuals. They are extremely effective in assisting groups to identify their strengths and weaknesses and improve team cohesion and performance.

Psychometric testing provides employers with an objective, valid, and fair method of selecting and developing staff. It provides insight into a prospective employee's interests and capabilities and helps eradicate bias and pre-conceived notions that may arise during the interview process.