

PSYCHOMETRIC ASSESSMENT

Elevating Your Recruitment Process

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WHAT IS PSYCHOMETRIC ASSESSMENT?

Psychometric assessment is a valuable tool that has gained considerable popularity in recruitment practices in recent years. It refers to a variety of tests and tools that **measure a candidate's suitability for a role or organisation**. Over 75% of the Times Top 100 companies in the UK report using psychometric assessment as part of their recruitment process.

There are two main types of psychometric assessment: **personality tests** and **aptitude tests**. Personality tests delve into an individual's personality traits and can provide insights into their work style, internal motivators, and relationships. Aptitude tests evaluate reasoning or cognitive ability to determine whether an individual possesses the right skill set for a role.

WHAT ARE THE BENEFITS?

In today's highly competitive job market, the recruitment process can pose significant challenges for employers. Hiring the wrong candidate can be time-consuming and expensive. Psychometric and aptitude tests are **scientifically proven** to help organisations hire the most suitable candidates. Used in conjunction with face-to-face interviews, they offer a consistent and standardised measure of an individual's suitability that reduces the risks associated with recruitment processes.

Psychometric tests are also **unbiased** and help **diversify the selection process**. They do not take academic qualifications, personal history, or previous work experience into account, providing a more **comprehensive and objective evaluation of candidates**.

The use of fair and appropriate psychometric tests supports the development of a positive employer brand.

This Package is part of our
Talent Management series

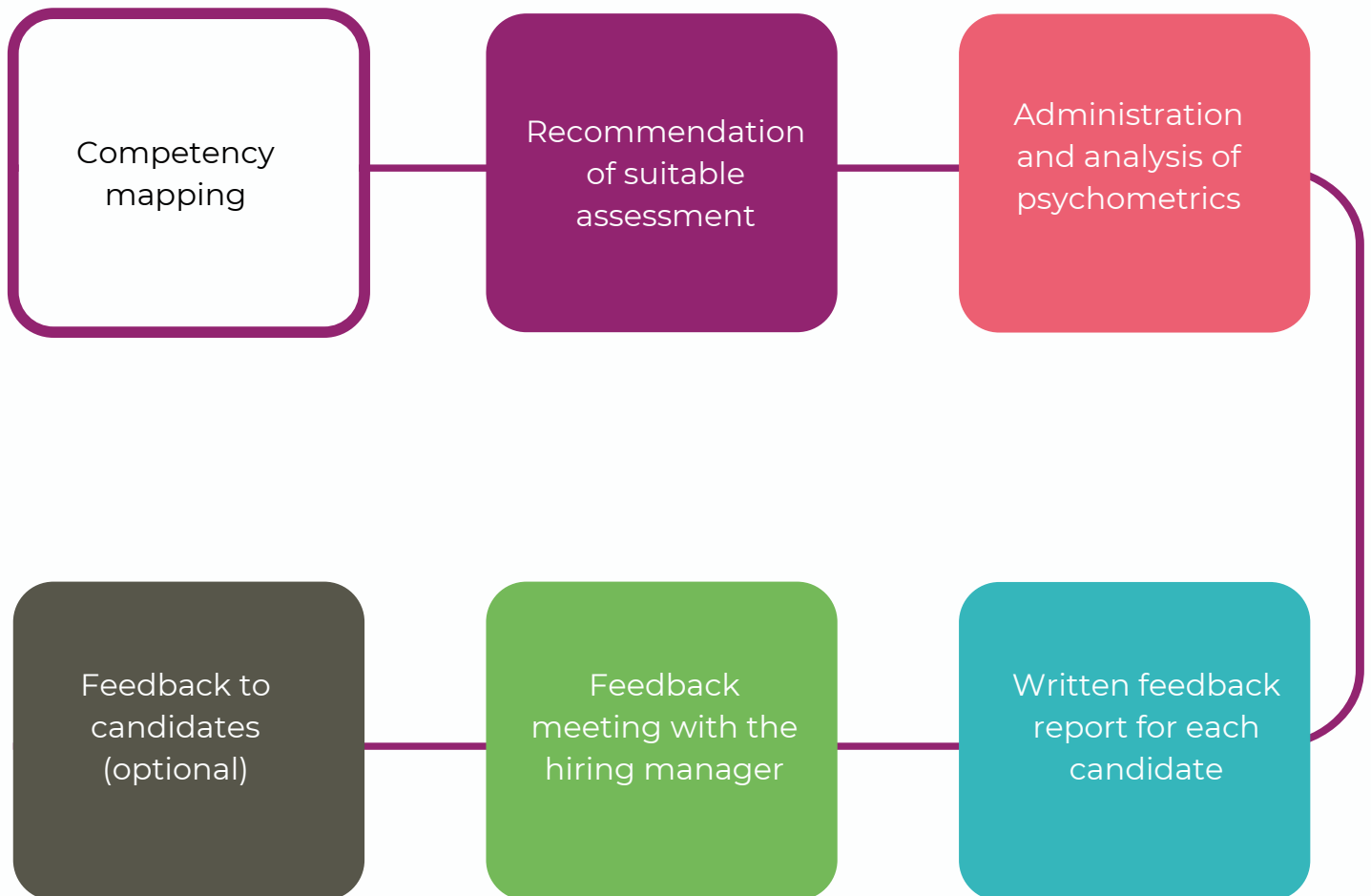


IMPACT'S PSYCHOMETRIC ASSESSMENT PACKAGE

We are business psychologists with extensive experience in administering and analysing psychometric measures. We hold the British Psychological Society's qualification in Test Use, a nationally recognised qualification in personality and ability testing.

We follow a rigorous assessment process to ensure an in-depth analysis of a candidate's suitability. This is particularly suitable for senior-level recruitment and includes:

- Competency mapping to identify the competencies required for the role
- Recommendation of suitable assessment based on recruitment needs
- Administration and analysis of psychometrics
- Written feedback report for each candidate, highlighting strengths and development areas to probe at interview
- Feedback meeting with the hiring manager to explore assessment results
- Feedback to candidates (optional)



For more information on the psychometric tests we use and the potential costs for assessment, please contact Maria Moneva, Senior Business Psychologist and Head of Assessment, at maria@workwithimpact.co.uk

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Psychology
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