

Psychometric Assessment



# PSB Solutions Psychometric Assessment

PRODUCT SUITE

## What are Psychometric Assessments?

Psychometric assessments are tools focused on measuring a person's personality or abilities. Psychometric assessments are effective because:

- They standardise the way a candidate's abilities and personality are evaluated.
- They allow for more objective and meaningful interpretation of their results by comparing candidates with a similar group of people (e.g. graduate engineers).
- They remove unintended bias from a recruitment process.
- Psychology research consistently shows that abilities assessments are a strong predictor of future job success when used in combination with interviews, reference checks, bio data and assessment centres<sup>1</sup>.

## Why use Psychometric Testing?

In a competitive market place, selecting, developing and retaining the best talent is vital for long-term success; likewise, avoiding the costs associated with hiring the wrong candidate is also important. To ensure the best available talent is hired, businesses are increasingly using psychometric assessments to guide their recruitment process.

## The Assessments

To assess candidates' potential performance, a series of assessments can be utilised and customised to the specific job type and organisational culture. PSB Solutions assessment suite includes:

- **Personality assessments.**
- **Aptitude and ability assessment (graduate level).**
- **Aptitude and ability assessment (manager level).**
- **Career preferences.**
- **Values and motives.**

## Why Choose PSB Solutions?

PSB Solutions are a provider of choice due to the following:

- We have an in-house team of organisational psychologists trained and competent in administering and interpreting psychometric tests.
- We are highly cost competitive.
- We customise reports depending on an organisation's needs and budget.
- We provide a quick turnaround time between testing and when a report is received.
- We provide the venue and organise the testing.
- We are not subject to testing fees in order to keep costs down.

## About PSB Solutions

PSB Solutions are a specialist team of psychologists facilitating positive change in the areas of People, Safety and Business improvement.

Our solutions to organisational concerns include Occupational Health and Safety Solutions, Behaviour Based Safety, Leadership Coaching, Employee Selection, Training and Development, and Human Resource Systems Improvement. If you would like to discuss how our suite of psychometric assessments can help you make the right recruitment decisions, contact us for further information on (08) 9489 3900, or at [info@psbsolutions.com.au](mailto:info@psbsolutions.com.au).

Schmidt, F. L. & Hunter, J.E. (1998). The validity and utility of selection methods in personnel psychology: Practical and theoretical implications of 85 years of research findings. *Psychological Bulletin*, 142, 262-274.

