



Testing for success...

Helping you select and develop the *right* people

'Organisations are defined not just by the quality of their products and services, but also by how those products and services are delivered. The secret of sustained performance excellence lies in matching the individuals who possess the right capabilities and behaviours to the right roles.' (SHL 2008)

What is Occupational Testing?

'Occupational testing' or 'Psychometric testing' is simply the name given to a range of very carefully designed and continuously developed ability and personality tests created to help you identify your ideal job candidate, whatever the role. They also have a strong role to play in personal development of your existing people and helping you make the right decisions during succession planning. Tests are available to suit all levels of role within your organisation and reliable, current data by which to compare results is available for all sectors. This service is provided by a fully trained and SHL licensed testing consultant also qualified and experienced in HR so they will understand all the issues surrounding your need to find the right person for the role.

We provide SHL testing and bespoke Assessment & Selection Services including:

Behavioural Profiling (OPQ32)

Customer Service Testing (CCSQ)

Verbal & Numerical Reasoning

Bespoke Assessment Programmes tailored for the Customer Service Industry

Testing could help your organisation to:

- Reduce staff turnover and associated costs, by ensuring a good fit between the person coming into your organisation and the role they are undertaking.
- Identify candidates with the best mix of competencies for each job and assess their motivations through personality profiles.
- Identify candidates who have the characteristics they may need in future to support the ongoing development of your organization.
- Achieve an insight into how best to drive individual development programs to keep your valuable new person motivated.
- Ensure that assessment is fair and objective at a time when making the right decision is critical.
- Assure the individuals you select that they can be confident that their skills and behaviours will support them in the successful achievement of the task ahead.
- Provide your unsuccessful candidates with fair and objective feedback and enhance your reputation as an employer.



To find out more about how we can help with your specific Assessment & Selection needs, or to ask us about any of our consultancy services, please contact us:

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