

# Psychometric Assessment and Ability Testing Services

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We are licensed to administer the PAPI (Personality and Preference Inventory) which is an internationally recognised and well validated profiling tool used extensively around the world and available on line in 25 languages. It was developed originally for PA Consulting internationally and has been used extensively in both the private and public sectors for recruitment and development purposes. PAPI is completed online in around 30 minutes with reports available almost immediately.

The assessment scale is structured around seven factors:

Active Dominance (Leadership), Conscientious Persistence (Approach to Work), Openness to Experience (Thinking, Change, Task Focus), Sociability (Relationships at work), Work Pace, Agreeableness (Temperament), and Seeking to Achieve (Achievement Orientation).

**PAPI** has been used in executive recruitment in the State and Local Government and is a useful inclusion at this level with individualised reporting and feedback provided. Whether you are competing for applicants in professions where skills shortages apply, or you are experiencing large applicant pools, a challenge facing all organisations is the ability to assess applicants potential to learn new capabilities and fit into your team. We therefore recommend PAPI assessments for clients wishing to add value and extra insights to their recruitment processes while also supporting the integration of new appointees with targeted development information.

We can also offer PAPI as a very cost effective option for larger exercises and graduate level recruitment.

A job profile can be developed and reports generated for the candidates and selection panel.

## **Reasoning for Business**

We can also supplement this with Cognitive Ability Testing in relation to Verbal, Numeric and Diagrammatic Reasoning at the Managerial and Graduate level. These assessments can be completed online and provide individualised reporting and feedback for both selection panels and applicants.

### ***Verbal***

This assessment has been designed to examine an individual's ability to comprehend written information and to understand and analyse the logic of written arguments. Questions ask individuals to interpret and draw inferences from business-oriented data and then solve problems related to this information.

### ***Numerical***

This assessment measures an individual's ability to analyse and draw logical inferences from numerical data using basic arithmetic and computational skills that are common to the workplace. It has been designed to determine an individual's ability to work with numbers and involves questions based on data presented in a variety of forms including graphs, diagrams and statistical tables.

### ***Diagrammatic***

This assessment measures an individual's ability to analyse and draw logical inferences from diagrammatically presented data, and as such is a test of reasoning ability that is independent of pre-existing numerical or verbal skills. The test taker is required to identify similarities and differences between groups of patterns and then to apply this understanding to help categorise additional patterns