



PSYCHOMETRIC ASSESSMENTS

Psychometric assessments are proven to provide an objective and reliable measure of likely job performance and can be a highly predictive measure of how a person is likely to behave, think and manage stress on the job. Assessments can be used to support recruitment, coaching, leadership development, team development, self-awareness and conflict resolution.

WHAT ARE PSYCHOMETRIC ASSESSMENTS USED FOR?

Psychometric assessments can provide an insight into a person's preferences, personality, abilities, leadership style, communication style, values, and motives. Psychometric testing as a very cost-effective selection and development tool.

LEADERSHIP DEVELOPMENT

Psychometric assessments are beneficial in leadership development as profile can improve the level of self-awareness a leader has about their leadership style.

Our objective when we debrief the profile results, is to inspire a level of self-reflection and behavioural change. If coupled with 360 feedback, the leader is provided with the clarity and motivation to adjust their style to improve performance where required.

RECRUITMENT

Many organisations incorporate psychometric assessments into the recruitment process, as it is a very reliable and cost effective way to select staff. We provide a quick turnaround service for clients using assessments as part of a recruitment process.

Clients receive a comprehensive telephone debrief with a consultant, who can advise on the candidate's suitability for the role in relation to the selection criteria, the team and your culture.

OUR PSYCHOMETRIC ASSESSMENTS

GENESYS

Radford HR provides the full suite of GeneSys psychological assessments that can be used to assess and develop people in the workplace.

GeneSys is used globally for the purposes of recruitment, succession planning, leadership development, executive coaching and career guidance.

Our psychometric assessment prices include a comprehensive debrief to ensure the results are correctly interpreted and used by the client. The GeneSys suite of assessments include:

- 15 FQ+ Personality Profile
- Ability (aptitude) Tests
- Critical Reasoning for Leaders
- Emotional Intelligence
- Derailer Reports
- Health and Safety
- Learning Styles
- Ideal Profiles
- GeneSys 360's
- Jung Type Indicator (Myers Briggs equivalent)

DISC PROFILE

DiSC is a personal development assessment that measures an individual's behavioural style. It is designed to help an individual understand his or her behaviour in the workplace, understand the behaviour of others, and how to use this knowledge in different work situations.

DiSC profiles can be successfully used as part of a recruitment process, a team development workshop, or coaching program.



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GENESYS



DISC PROFILE



TEAM MANAGEMENT PROFILE

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The Team Management Profile (TMP) provides individuals with an easy-to-understand framework which explains how people work together effectively, solve problems, and impart leadership.

It also delivers insight into potential for team conflict due to different communication styles and working preferences.

The TMP highlights an individual's areas of **work preferences** which are explored in terms of:

- How an individual prefers to relate to others
- How an individual gathers information
- How an individual makes decisions
- How an individual organises themselves and others

The TMP is one of the world's leading psychometric profiling tools for personal, team and leadership development.

Radford HR delivers TMS workshops to help develop high performing teams.

Contact Radford HR today to request a sample report and information on pricing.

