

RADFORDHR

BRISBANE · GOLD COAST

PSYCHOMETRIC ASSESSMENT ORDER FORM

*Please email completed form to psych@radfordhr.com.au.

RESPONDENT'S DETAILS		CLIENT DETAILS	
First Name		Client Contact Name	
Surname		Client Contact Number	
Mobile Number		Client Contact Email	
Email		Contact Person for Ph Debrief	
Gender		Contact Number	
Position Candidate Applying For (Recruitment Testing only)*		* Please also attach a copy of the Position Description for the role, and the Candidate's Resume to your Order email.	

Test No	Description of Assessments	Best Assessment For	Service (including Price + GST)**
1	The Recruitment Package: <ul style="list-style-type: none">• 15 FQ+ Personality Profile• Abilities Report• Interview Questions with Telephone Debrief	Recruitment	\$550
2	The Leadership/Professional Development Package: <ul style="list-style-type: none">• 15 FQ+ Personality Profile• Abilities Report• Coaching Report (GROW Model) with 1.5 hour Face to Face Debrief	Leadership / Professional Development	\$700
3	The Ideal Candidate Profile: <ul style="list-style-type: none">• Ideal Candidate Questionnaire for up to 3 respondents and comparative graph• Ideal Candidate Report comparing 15FQ+ results to Ideal Profile	Recruitment	Questionnaire \$250 Report \$150

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Test No	Description of Assessments	Best Assessment For	Service (including Price + GST)**
4	GeneSys 15 FQ+ Personality Profile: 15FQ + Personality Profile and Interview Questions with Telephone debrief.	Recruitment	\$450
5	GeneSys 15 FQ+ Personality Profile: 15FQ + Personality Profile and Interview Questions with 1 hour Face to Face debrief.	Recruitment	\$695
6	Adapt-G Abilities Assessment: Includes Verbal, Numerical, and Abstract testing. Report only. No debrief.	Recruitment	\$150
7	Adapt-G Abilities Assessment: Includes Verbal, Numerical, and Abstract testing. Report with Telephone debrief.	Recruitment	\$300
8	Manager Debrief of Employee Results: Meeting with the employee's Direct Manager to debrief testing results via phone or in person		

** Please note there is usually a 48 hour turnaround from when testing is completed to when the debrief is booked, depending on consultant and client availability.



SUMMARY OF PSYCHOMETRIC ASSESSMENTS

	GENESYS 15+FQ PERSONALITY PROFILE
	ADAPT-G ABILITIES ASSESSMENT
	IDEAL CANDIDATE PROFILE
	CRITICAL REASONING
	VALUES & MOTIVES INVENTORY (VMI)

GENESYS 15+FQ PERSONALITY PROFILE

Psychometric assessments are an extremely useful selection tool that can tell us things which would otherwise be difficult to discover. This assessment provides a great insight into an individual's personality preferences in relation to interpersonal and communication style, how they like to make decisions, and how they cope with stress in the workplace.

Extensive research conducted over many years has consistently demonstrated that up to 30% of job performance is attributed to personality differences. Both a person's career choice and their success in their chosen career, have been shown to be strongly influenced by personality.

The aim of the Personality Profile exercise is to help develop a deeper understanding of personality preferences. Respondents receive valuable tips and coaching on how to adjust their style to better suit others and how to better self-manage and manage-up better. The 15FQ+ is an easy to complete on-line tool that produces accurate and reliable results and user-friendly reports that can be used for Coaching and Development, and Selection.

ADAPT-G ABILITIES ASSESSMENT

The Adaptive General Reasoning Test (Adapt-G) measures the ability to reason using words, numbers and abstract concepts.

It has been designed to discriminate between candidates across the ability range. General abilities tests have consistently been found to be the best single predictor of job

performance and trainability in roles that require a high level of general mental ability.

The Adapt-G assesses the candidate's capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material they have not previously encountered, and deduce the logical consequences of these (i.e. logical deductive reasoning). This incorporates the ability to learn and understand complex new material; use logic to develop arguments that are rational and well-reasoned; and deduce the logical consequences of a given set of rules, assumptions or relationships.

IDEAL CANDIDATE PROFILE

This tool provides organisations with the ability to create an 'Ideal Profile' for a particular position, based on the 15FQ+ personality traits that the 'Ideal' candidate would possess. This profile can be completed in 3 ways:

1. Completion of a dedicated ideal profile questionnaire by subject matter experts (SME) like supervisors or hiring managers
2. An analysis of the job description
3. Or using current employees 15FQ+ profiles as benchmarks

Once the 'Ideal Profile' has been created, the individual 15FQ+ personality profile for each candidate / employee can be compared to the Ideal profile in a comparative report.

CRITICAL REASONING

This test determines your ability to reason through an argument logically and make an objective decision.

You may be required to assess a situation, recognize assumptions being made, create hypotheses, and evaluate arguments.

Questions are based on the Watson and Glaser Critical Thinking Appraisal model, which contains five sections specially designed to find out how good an individual is at reasoning analytically and logically. The five sections include Arguments, Assumptions, Deductions, Interpretations, and Inferences.

VALUES & MOTIVES INVENTORY (VMI)

Values are presumed to encapsulate the aspirations of both individuals and societies. They relate to the most desirable, deeply ingrained standards that determine future directions and explain past actions. Values have been treated as key constructs in the process of socialisation, and have emerged in research in the occupational, cultural, religious, political, educational areas.

Other intellectual traditions view values as also having an individual function shaped by the biological and psychological needs of each person. The VMI measures:

- **Interpersonal values** (Altruism, Affection, Affiliation)
- **Extrinsic values** (Achievement, Economic status, Aesthetics, Security/Safety); and
- **Intrinsic values** (Moral values, Independence, Traditional Values, and Ethical Values).

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

PSYCHOMETRIC ASSESSMENT PROCESS

01 Client to email Radford HR the Psychometric Test Order Form



You will need to provide us with a copy of the position description and the candidate's CV.



The GeneSys 15 FQ+ Personality Profile is an untimed assessment.

The Adapt G Abilities Testing includes 3 x 8 minute timed tests (ie. verbal, numerical, and abstract thinking).

02



Candidates can complete all testing on-line from home.

03

The Consultant will email the reports to the client and highlight any areas of concern.



04

The Consultant will conduct a comprehensive telephone debrief of the results.

Any 'red flags' in relation to the role requirements, team/culture fit, and likely job performance will be discussed (30-45 mins).



05

An Interview Questionnaire Report is provided with each profile.

The questions are customised to the individual's profile results and are intended for use in the second interview & in reference checking.



06