



# Psychometric Assessment

Psychometric assessment is the use of rigorously standardised questionnaires to present an objective view of an individual that is otherwise unobtainable. SOLACE Enterprises uses top quality psychometric assessment as part of their recruitment and selection service, in talent management and as part of personal development planning.

## Target users:

- recruiters and assessors
- line managers
- development specialists

## Application:

Psychometric assessment is particularly useful as a tool to assist management in matching individuals' skills and aptitudes to organisational needs.

During the recruitment process an organisation knows its requirements but needs to assess whether the good applicant actually suits the post. Line managers face similar problems in making the best use of their staff and in talent management and career development programmes.

In managing change and restructuring it is important to be able to assess an individual's suitability for different roles and responsibilities.

## Most commonly this involves:

- a broad spectrum personality measure to assess characteristics relevant to work style including assertiveness, social confidence, change orientation, self reliance and ability to cope with pressure.
- a Motivational Styles Questionnaire which seeks to establish what drives an individual to perform. This is often described as the "will do" rather than the "can do" element of performance potential.
- verbal and numerical reasoning tests which assess the ability to evaluate the logic of various kinds of arguments and to reason with numbers.

Comprehensive reports on work style, motivation and ability test results can usually be provided within 24 hours.

Based upon the tests the assessor is then able to guide decision makers in taking an objective look at what individuals have to offer and to clarify observed differences between them. Furthermore the assessment enables objective feedback to be given to the individuals.

SOLACE Enterprises only uses fully qualified assessors.

For further information please contact the Resource Centre. You can either phone on 0845 601 0649 or email [resourcecentre@solaceenterprises.com](mailto:resourcecentre@solaceenterprises.com) To find out more about SOLACE Enterprise and our full range of consultancy services see [www.solaceenterprises.com](http://www.solaceenterprises.com)

