



## Psychometric Profiling

Psychometric testing services, help to recruit, retain, and develop the best of your human resources. One of the most effective ways to gain an understanding of individuals potential is through psychometric testing. This can improve success rates of recruiting the right people first time and reduce recruitment costs drastically. Traditional recruitment processes that rely on application and interview alone have proven to be unreliable and less effective.

A recent report by the Aberdeen Group looked at the Talent Assessment Strategies of over 250 companies worldwide. And they found that: Compared to organisations that don't, companies utilising objective assessments in the pre- and post-hire are seeing:

- 12% increase in revenue and an 11% increase in profit per full-time employee
- 47% improvement in hiring manager satisfaction
- 15% greater performance in first year retention
- 18% greater new-hire performance

Individual tests are among the best predictors of job performance and are even more powerful when combined with other tests or interviews. They are proven to:

- Increase objectivity in staff selection and development
- Improve individual and interpersonal effectiveness
- Enhance teamwork and organisational performance
- Improve staff performance, morale and retention

When used effectively, they also increase the transparency, speed and quality of line-management decisions about people, ensuring that best practices are more readily transferred from HR processes into action.

It is of course important that the right tools for the right situation are used to ensure the best results. Impulse Training offer both Psychometric and ability testing services to support recruitment and development activities.

There are distinct categories of tests – ability tests and personality questionnaires.

- Most **ability tests** show how someone performs when solving problems. Some try to measure potential (aptitude) rather than current level of knowledge (achievement). Ability tests can be used both for selection and career development. In selection they allow an employer to gauge how successful someone is likely to be in certain roles, such as those requiring verbal ability. In career development they show where someone's abilities lie.
- **Personality questionnaires** help understand how people interact with others and what motivates them. While some tests can be used in selection to match characteristics to a role, many, such as the MBTI® instrument, are designed solely for individual, team and organisational development, through increasing awareness

and understanding of individual behaviour. They were carefully constructed for this and no other purpose.

These tests are not just for use in recruitment. Leadership development, teambuilding and organisational change are just three other contexts where psychometric tools are proven to deliver results.

Impulse Training and associates are licensed to offer Myers Briggs Type Indicator (MBTI), 16PF and Disc profile tests, additionally we can offer a range of ability tests ensuring we can support all of your needs for recruitment and or development campaigns.

Contact us on [information@impulsetraining.co.uk](mailto:information@impulsetraining.co.uk) for price and to discuss your needs, either for support in recruitment, or to assist in individual or team development projects ensuring you get the most out of any development activities.