

Psychological Testing Services



About Psychological Testing

Psychological testing provides standardised and objective information about whether or not an individual will be likely to perform well in a job. Over 25% of major employers are now utilising this form of assessment every time they recruit. Why would so many employers be choosing to screen their candidates so carefully? Research suggests that there are some great reasons to be picky when it comes to new staff:

- The most capable staff members are, on average, 2.7 times more effective than the poorest performers
- On average, a manager spends 14% of their working week managing each poor performer they have
- On average, a new team member will take 7 months to be competent in their role
- 1 in 7 employees choose to leave their job before they are fully competent

Ultimately, the costs of managing a poor performer significantly outweigh the costs associated with Psychological Testing. Henricks Consulting provides a range of affordable online and supervised tests which will assist you in making the right selection decision.

Our Solutions

We provide both supervised and unsupervised psychological testing options to help you:

- Increase your recruitment success rate
- Ensure objectivity in selection
- Develop targeted interview questions
- Identify strengths and development needs
- Predict future behaviour

We offer three main Assessment Solutions:

Recruitment

We can support you to ensure that the best candidates are selected in four ways:

- Clarifying the requirements of each role
- Identifying the right testing instruments to use based on these requirements
- Administration of appropriate tests
- Interpretation and reporting

Development and Coaching

We help your employees:

- Develop greater self-awareness
- Foster an increased appreciation of the different styles of other team members
- Design development plans which suit a staff member's unique psychological profile

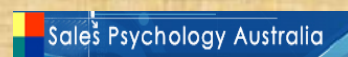
Career Coaching or Outplacement

We have a standardised 5-step approach which involves:

- Preliminary discussion and briefing with management (if required)
- Initial meeting with the individual to be assessed
- The assessment itself
- Debriefing and career planning
- Provision of a written report

Which tests do we use?

We determine the most appropriate tests based on your business needs. HC engages a number of different publishers. We are completely independent and can provide you with unbiased and professional advice about the best tests to meet your needs. Just some of the providers that we use are as follows:



Henricks Consulting

Suite 112/243 Pyrmont St, Pyrmont, NSW, 2009

Phone: (02) 8084-4284 **Fax:** (02) 8569-2309 **Email:** info@henricksconsulting.com