



General Ability and Personality Psychometric Testing

Selection and use of calibrated tests that can be used to better understand the behaviours, skills and aptitudes of individuals and to inform decisions on use of individuals.

Issues

- Want to be able to understand which preferences / behaviours / tendencies an individual has developed or could develop
- To be able to compare individuals in their general ability (e.g. language skills)

Benefits

- Be in a position to compare an individual's strengths and potential development areas against a job profile or job description
- Able to identify which behaviours are important to the organisation in a particular role
- Able to produce a plan to develop the individual in areas which are important to the organisation

The product in action - a case study

The Client

Ineos Chlor - one of the major chlor-alkali producers in Europe and a global leader in chlorine derivatives.

The Need

To produce additional data with regard to motivation and management of the account managers in order to better inform interactions.

What we did

Researched the most appropriate materials to use. Individuals were tested using both motivational and personality psychometric tests, conforming to the British Psychological Society guidelines.

Consultant(s): Chris Lloyd

How the client benefited

Individuals were given confidential feedback and a chance to discuss and understand their strengths and development opportunities within their role.

The psychometric tests were used to challenge and support data from management interventions, target setting and performance reviews.

As a result, the senior team were then able to make more informed interactions with each individual.

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