

Assessment for Selection

Selecting the right person for the role.

Hire the right staff with psychometric and behavioural assessment.

- Proven tool in making better hiring decisions
- Tailored for each role in your business
- Rapid turn-around times keep pace with the recruitment process

Proven

Tailored

Rapid

Proven

Simulation exercises require candidates to perform at the level required by the role. This has proven to be an accurate measure of each candidate’s capability to perform the tasks required and their style / approach in doing so.

Psychometric tests that are well researched and valid add tremendous value to the selection process also. There are a lot of tools flooding the market and the key is to use those with data to back them up. As psychologists, we only use validated measures with a proven track record.

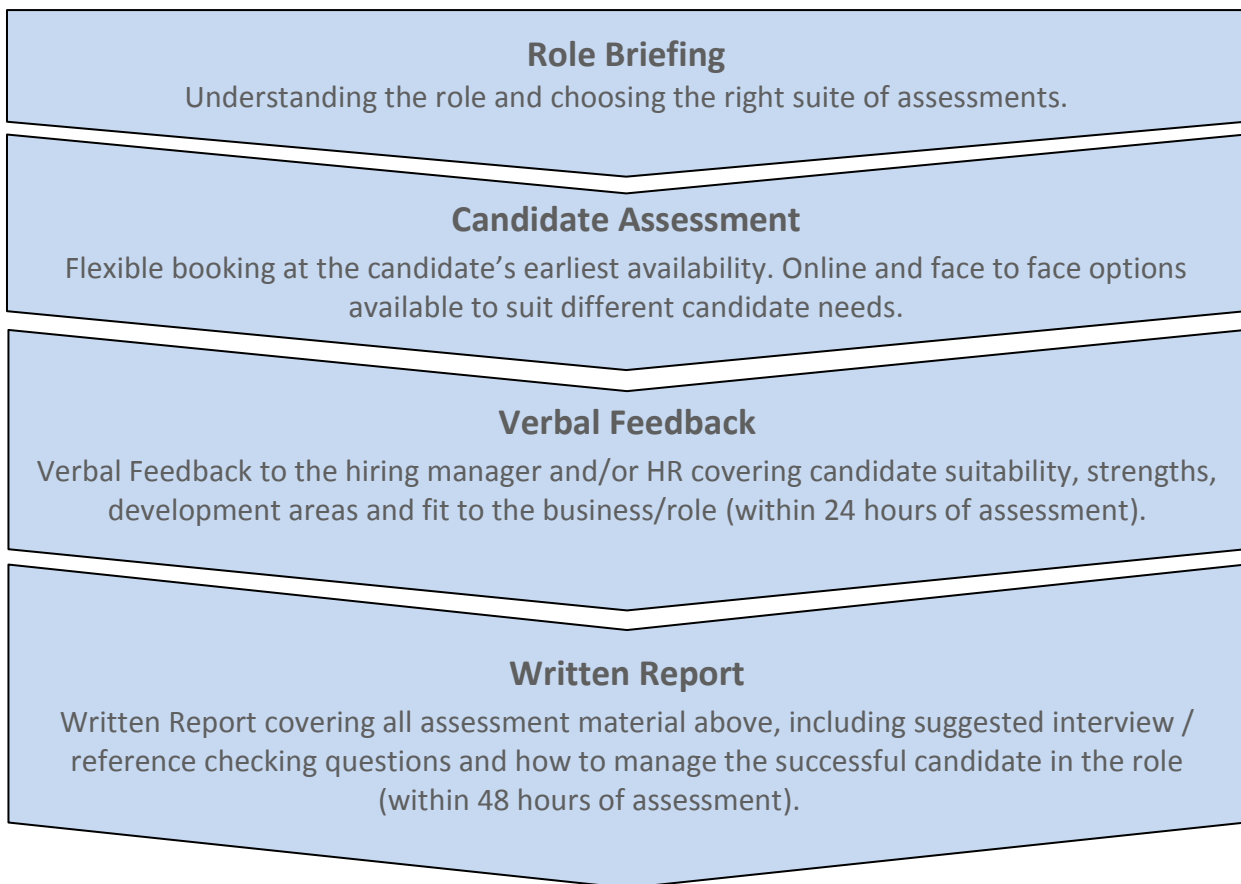
Tailored

Your business is unique and each role has its specific benchmarks and challenges. It is critical that the right assessments are chosen which measure the factors that are important to the role, differentiating average candidates from great candidates. We choose the right suite of tools from a wide selection of global sources and recommend a combination of the following:

Assessment	Description and Use
Simulation Exercises Exercises specific to the role.	<ul style="list-style-type: none">• Observing behaviour is the ideal way to assess an individual’s capability for the role as well as their style or approach.• Simulations mirror the tasks and demands of the role and include business analysis exercises, leader interactions and presentations.
Aptitude Measures Timed measures of problem solving and learning agility.	<ul style="list-style-type: none">• Consistently shown as a strong predictor of performance, these provide an assessment of verbal, numerical and conceptual reasoning ability.
Personality / Work Style Assessment Untimed Questionnaires.	<ul style="list-style-type: none">• Interpersonal skills, leadership style, work preferences and drivers.• Specific traits may include adaptability, stress tolerance, influencing, planning, conscientiousness and teamwork.• Role specific questionnaires include Sales and Customer Service Profiles.

Rapid Turn-around

We understand that the best candidates don't stay on the market. As such, our assessment solution is built around high touch interaction with the candidate and rapid feedback to you.



When to Assess

- **Recruitment** – Assessing the short list to make the right
- **Succession Planning** – Assessing potential within the organisation
- **Change or Restructure** – Understand the talent asset base

This solution is also used for Leadership Development, Coaching and Career Transition.

Contact Human Chemistry

Contact Human Chemistry with the role, candidate details and the level of assessment - we'll take it from there.

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