

Psychometrics



Historically, employers have depended upon CV.'s, references and interviews as sources of information when deciding whether or not to employ someone. In practice, these sources often prove inadequate for consistently selecting good employees.

It may surprise you to know:

- Two out of three new appointments will disappoint in the first year
- Ninety-five percent of applicants will 'exaggerate' to get a job
- Most people are hired during the first five minutes of an interview
- One in three businesses will, at some time, be sued over an employment issue
- Staff turnover costs thousands of pounds for every departing employee
- 80% of employee turnover is avoidable

Psychometric testing has over many years proven to be;

- Objective - the results obtained from them are not influenced by an administrator's personal biases.
- Valid - they provide consistent measurement of a specific discrete set of characteristics.
- Reliable - they measure in a consistent way. The potential for error is therefore small and quantifiable.
- Standardised - they are administered and scored according to strict guidelines; the results are then rated against a fixed standard.
- Fair - they will show clear differences between people, but only on the behaviour being tested; they will not discriminate unfairly against any group on the basis of irrelevant characteristics.

A psychometric test is usually but not always in the form of a questionnaire, normally administered on paper, but increasingly via electronic media. There are two main categories of test: cognitive/mental ability tests, designed to measure numeracy and verbal skill, and personality tests, designed to measure aspects of behaviour.

Fraser & Associates has direct access to a range of psychometric ability and personality tests. Our consultants are registered with the British Psychological Society (BPS) and have certificates of competence in psychological testing (Levels A and B) thus ensuring that we maintain the highest ethical standards when applying any psychometric test.

We offer the following options;

- Provide advice to assist organisations to select and apply the most appropriate tests
- Administer and interpret tests on behalf of clients
- Incorporate tests into an existing assessment process
- Advise in decision-making or simply increase the level of awareness of the individuals being tested.

Additionally tests can also be used as a self-development tool, as part of a management development programme or as built into a team-building programme especially as a vehicle developing understanding within the team.

If you are unsure about the benefits that psychometric testing can bring to your organisation why not [contact us](#) for jargon-free advice?