



Getfeedback

Psychometric testing

for accurate assessment and development

Psychometrics are sophisticated tools designed to measure individual differences in a number of areas such as intelligence, ability, personality and motivation.

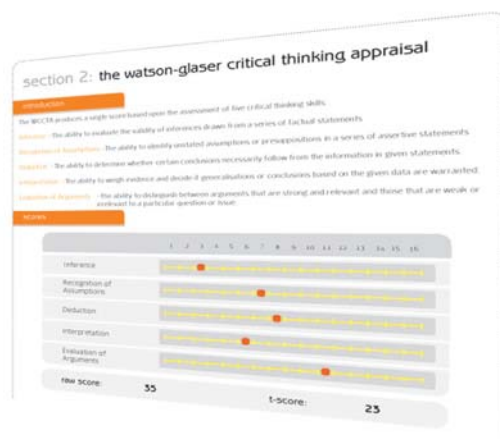
When used in combination with other information sources they provide a powerful insight into why people make the decisions they make and why they behave in the way they do.

Psychometrics also help predict future behaviour and performance and therefore are an instrumental tool in business planning.

They are used for a number of purposes including:

- recruitment and selection
- personal, team and leadership development
- career coaching and management

Psychometrics offer cost efficiencies through increased recruitment accuracy and development focus.



Why choose Getfeedback?

We provide excellence in the assessment of people, teams and organisations. For over 10 years, our **online testing platform** has delivered:

- **Efficiency and confidentiality:** individuals' reports are held securely and are easy to access
- **A proven methodology:** A data bank of results to evaluate individuals against industry norms
- **Low administrative burden:** Our system produces all reporting data
- **Independent advice and guidance**
- **Flexibility:** We can create an online testing platform branded to your specification in order to create a seamless candidate experience.

AT A GLANCE

- One of the **biggest ranges of tests** on the market
- **First rate customer service** and support
- **Fully administered service or self-service** supported by training
- **Feedback to your candidates** for those who are not BPS accredited. Alternatively we can provide **BPS Level A and B** training or training in specific instruments.
- **Pay-as-you-go.** We do not charge licence fees and allow you flexibility to use the right instrument for the right job

What do psychometric tests measure?

Ability or intellectual capability

This type of test measures an individual's intellectual horsepower and is most commonly used in recruitment and selection. There are three types of ability tests: verbal reasoning, numerical reasoning and logic.

Getfeedback's range of ability tests include:

- Watson Glaser (verbal reasoning)
- RANRA (numerical reasoning)
- Verify (verbal & numerical reasoning)
- Elements (Verbal, numerical and logical)
- Differential Aptitude Test

Personality

Personality instruments measure an individual's character traits and types. Understanding someone's personality helps to understand how they work, what type of work they will excel in, how they will associate with their peers and manage their team. Some instruments reveal areas of strengths and some interpersonal tendencies that can cause problems. Other instruments identify the 'darker' side of our personalities, revealing what we see when we are stressed. These aspects of personality are not easily obtained by even the best trained interviewer.

Getfeedback's Personality instruments include:

- OPQ 32
- Orpheus
- Hogan Development Survey
- Hogan Personality Inventory
- Giotto
- Dimensions
- Personality Index

Motivation

Motivation tools provide information about the type of environment, tasks and activities that an individual will be motivated to do.

Getfeedback recommends:

Intrinsic™ as a measure of motivation

Our range includes



What next?

To receive our full catalogue of psychometric tests or discuss which tests are best suited to your requirements, please email us at info@getfeedback.net or call us on 01491 845532.