

Psychometric Assessment and Profiling

How do you recognise your ideal employee? Are you confident that you are recruiting the right people to represent your business? Do some of your people perform poorly whilst others excel?

Promoting or hiring staff is a big commitment and if they fail to make the grade, it can be difficult and time consuming to resolve. Many companies including Hilton Hotels, United Biscuits, Starbucks and Sanofi-Aventis use HFI to profile their applicants.



Psychometric profiling can be done online, or profiled under controlled conditions. You have the choice of managing the process yourself or hand over the logistics to us. HFI offer a full range of selection packages to suit your requirements from single tests to multi-day assessment centres.

Depending on what you are trying to achieve, we can include interviews, case studies and presentations to test candidates' abilities. We can advise you on the best tests and assessments to use depending on the competency requirements of your job role. We can offer tests in more than 25 languages and are well placed to support you, whatever your assessment requirements.

Why Profile?

- Understand an applicant's motivations, personality, abilities and commercial drive
- Recognise where potential employees will need support
- Demonstrate your commitment to selecting the best at all levels
- Speed up your decision making process using reports that contain objective data, interview questions and a clear summary and recommendation



Full Service Option

We establish contact your candidate, arrange the location and assign a local, fully qualified administrator to guide the candidate through the assessment process. We will then interpret the results and provide you with a full, written report.

Self-Service Option

For clients with appropriate training who are registered with HFI, we can provide access to all of the materials needed to administer your own assessments. This has the benefit of giving you greater flexibility and also reduces your assessment costs. Of course we still support you by providing expert interpretation of the results and a full written report.

Feedback Options

Developmental Feedback is ideal for successful applicants to senior job roles or for executives looking to improve their performance. Developmental feedback consists of a half day with a consultant during which the results of the assessment will be explored in the context of the job role. The outcome is a set of methods for exploiting key strengths and minimising the impact of any weaknesses.

Telephone Feedback

A twenty minute telephone discussion gives participants a personalised summary of the assessment results. Telephone Feedback will not discuss the specific job role or the selection decision, but will focus on the individual's results.

Additional Support Services

We will support your assessment projects to your desired level of involvement from direct support through our experienced consultants to training your staff to administer and feedback results up to BPS Level A/B qualifications. We can assist you with:

- Establishing an appropriate timeline for your project
- Introducing your programme to participants and other stakeholders
- Tracking deadlines and progress
- Advanced reporting and analysis opportunities, such as group composite reports, executive summaries, statistical analysis and benchmarking.

We can also provide follow-up coaching and advice for you and your participants.

Contact Us

Call us now on
+44 (0)20 7831 3123 or **email enquiries@hfi.com**

Human Factors International provides Business Psychology and Organisational Development consultancy. Since 1983 we have been helping organisations recruit and select the right people, to coach and develop these people and help create environments within which they can function efficiently and effectively.

