

Right first time employment....

....predicting style and success

- ◆ **Pre employment screening**
- ◆ **Skills Gap & Training Needs Analysis**

Summary

Psychometric Assessment is a tool to determine the strengths of personality traits enabling the individual to communicate their preferred style and method of working. Skillsarena has a large range of evaluation tools available and the Psychometric assessments enable the organisation to have a snapshot view into the potential strengths of an individual.

Competency mapping produces the framework for identifying the right person to effectively and successfully perform in a particular role. Skillsarena's evaluation tools promote discussion and exploration into the way an individual perceives their own behaviour and working practises.

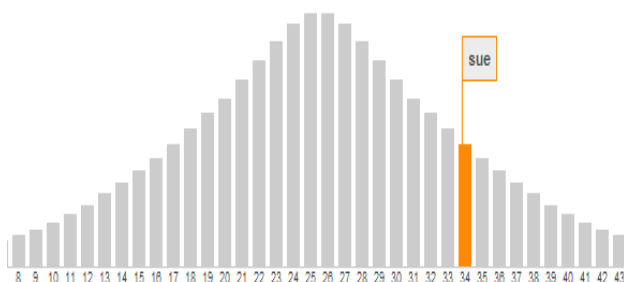
The range of tests available include a Sales Predictor evaluation, a Personality inventory, an Aptitude Profile and verbal and numeric reasoning. Essentially these tools create a springboard and invaluable insight.

Once the right calibre of individual has been selected, the assessments can provide a roadmap for development and an indication of how the individual may perform as part of a team, or indeed be fast tracked for leadership.

Candidate Information		Results Summary	
Name:	sue salt	Raw score:	34
Position:	sue	Percentile rank:	84
Test date:	Feb 06, 2009	Assessment error:	N/A

Results Explanation

sue salt scored 34. This score corresponds to a percentile rank of 84. This means that sue scored better than 84% of the people who have taken this test.



Sales Skills

Customer Service

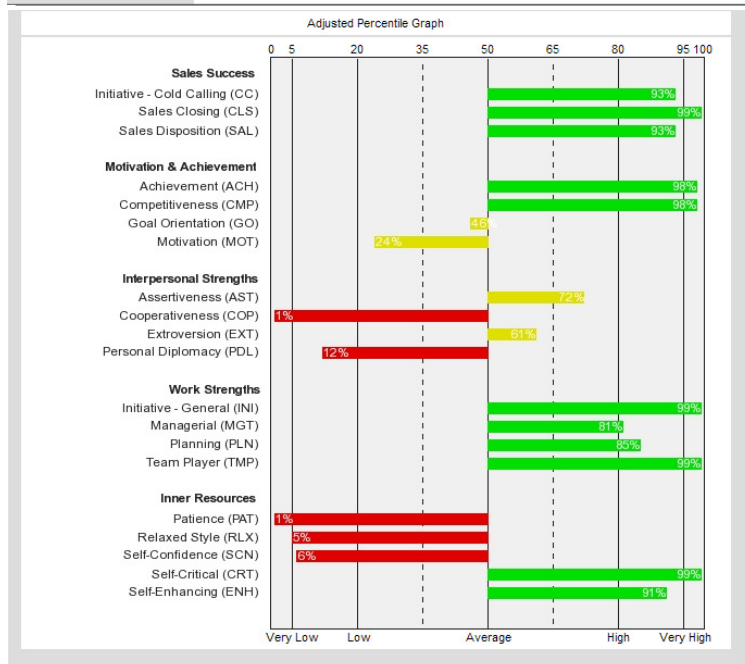
Attention

Personality

Test Bank Summary

- ◆ Sales Achievement Predictor
- ◆ Customer Service Aptitude Profile
- ◆ Attention Skills
- ◆ Personality Inventory
- ◆ Cognitive Aptitude
- ◆ Verbal & Numeric Reasoning
- ◆ Attention and Problem Solving

Summary	
Test	SalesAP
Test Started At	08th Jun 2009 16:28
Test Finished At	08th Jun 2009 16:31
Test Taken ID	1681
Remote Test	No
Comment	HIGHLY RECOMMENDED FOR SALES



Sales Success

Initiative - Cold Calling (CC)	
Adjusted Percentile	93%
Percentile/Adjusted	93% / 93%

Cold Calling. The Initiative-Cold Calling (CC) score summarizes an individual's responses to statements from the Initiative-General scale that reflect characteristics necessary for success in cold calling activities. The obtained CC score in the 93rd percentile for this person suggests that he or she has the

Sales Achievement Predictor

Sales tool to measure personality traits critical to success in sales and in related roles such as, customer service, sales management, marketing and public relations.

Covers areas such as inhibitions about cold calling and closing a sale.

Takes around 20 mins. And with automatically adjusted validity scores for applicants who exaggerate strengths or minimise weaknesses, not easily identified during the interview process.

Customer Service Aptitude Profile

Measures personality traits, such as, diplomacy, cooperativeness, patience and assertiveness.

Composed of 140 items – 20 mins. long

A person is asked to say to what extent they believe a statement accurately describes themselves.

Adds validity to the interview process, by external measure

Attention Skills Test

4 Tests measuring divided attention, selective attention, vigilance, selective attention, filtering and perceptual reaction time.

Suitable for many roles in manufacturing, surveillance, drivers etc.

Test consists of shapes, reaction times and manual dexterity.

Personality Inventory

Measures the Big Five personality traits by being asked to say to what extent they believe a statement accurately describes themselves. Namely:-

- ◇ Stability,
- ◇ Extraversion,
- ◇ Conscientiousness,
- ◇ Agreeableness,
- ◇ Openness

Cognitive Aptitude Test

General Intelligence Test

15 mins. – 50 questions

Mini Rapid Assessment Battery

10 mini tests of memory, attention, problem solving ability (mental fitness). Difficult assessment targeted at attention span / concentration etc. Incorporating:-

- ◇ Divided attention
- ◇ Selective Attention – vigilance
- ◇ Selective Attention – Filtering
- ◇ Visualisation
- ◇ Verbal working memory
- ◇ Spatial working memory