

## Online Psychometric Assessment

### **What is online psychometric assessment?**

*How do you ensure that the people you are recruiting or promoting will sustain and add value to your business? How do you help your people realize their full potential and in turn help to transform your business? Psychometrics provides a scientific approach to the measurement of people's aptitudes, personality, competencies, learning, situation-based performance, skills and values. Measures are easy to set-up and collect and the results are distributed online.*

### **How taranis-PHI can help?**

*An online psychometric solution is not an end in itself it is a means to a business objective. Ideally you will measure potential and performance at every touch-point using cost-effective, informative and stimulating assessments. taranis-PHI manages the integration of the best solution for your organization using a mixture of custom and off-the-shelf psychometrics from our partners. taranis-PHI has developed partnerships with a wide range of suppliers including **SHL** (OPQr, Verify Ability tests, off-the-shelf situational judgment tests), **Talent Q** (Dimensions personality inventory, ability test series) and **A&DC** (off-the-shelf assessment centre exercises).*

## Online Psychometric Assessment:

## Selecting and Developing people for your Business



**taranis-PHI**

promoting human integration



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## Online Psychometric Assessment: Selecting and Developing People for your Business

### Why assess?

- **When hiring** new talent **succession planning**—at whatever level including senior managers and professionals—you will get a faster and a deeper understanding of the potential and potential risks to your business of each candidate;
- **During learning and development**—your people can understand what and how to develop core competencies or acquire key skills or to be compliant with statutory or organizational standards;
- **To create business transformation** through changes in roles or improvements in key performance areas— scenario-based assessment can put people in situations they have never faced, before they have to deal with the real thing;
- **To understand employee engagement and values-fit**— before your business is derailed or as a basis for new initiatives and organizational change strategies.

The key to effective assessment is to be clear about what the metrics are going to be used for. taranis-PHI helps you to acquire this focus and ensure measures used are practical, valid, reliable and useful.

### Types of Psychometric Assessment

taranis-PHI offers a range of assessment options:

- **Ability** tests assess numerical, verbal and logical reasoning—good for predicting future potential or likelihood to deal with complex training or a steep learning curve;
- **Personality** inventories assess how people are likely to work with others, their reliability and task-focus, emotional stability, openness to new ideas and leadership qualities— these provide important indications during selection or development as to future competency potential and can be used to examine how people work together in teams;
- **Situational-based assessments** examine how well people comprehend, predict and judge the best actions or decisions, and learn from their experience, when faced with real business scenarios;
- Bespoke assessments are developed to focus on your **organizational competency framework** or to **diagnose learning needs** or **assess learning or compliance-based outcomes**.

### Integration of results

taranis-PHI processes the results of assessment and delivers these as part of your talent metrics:

- **Online decisions** based on assessment results can be integrated directly to your online recruitment or learning management system;
- **Reports and feedback** designed around your needs are delivered by e-mail.

taranis-PHI provides these consulting and service options to business organizations:

- **Talent assessment strategy**
- **Online Psychometric Assessment**
- **Design of custom business simulations**
- **Focus on performance improvement**
- **Audit of assessment processes and systems**
- **Design & Evaluate the HR Tech User Experience (UX)**
- **Talent solution procurement & programme management for HR**

*taranis-PHI provides consulting services and solutions to improve business performance. Our people are professionally trained, very experienced and fully accredited by the British Psychological Society (BPS), the UK Health & Care Professions Council (HCPC) and the European Federation of Psychologists Associations (EFPA) .*



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