



## HUMAN RESOURCE EVALUATION

We provide assessments that improve hiring and promotion success ratio while reducing the length, cost, and guesswork of the selection process.

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### NUTSHELL

To ensure effective on-the-job performance, assessment measures are tailored to specifically defined job characteristics such as the candidate's problem-solving skills, intellectual ability, judgment, job-related aptitudes, maturity, and team-playing skills. That leads to greater job satisfaction, less turnover, and employees who are more committed to the organization and its goals.

### BENEFITS & OUTCOMES

- **Better information.** Each assessment battery is designed to link with your needs and priorities. The data gathered during your interview process is supplemented by accurate, objective assessment results that greatly enhance the quality of accessible information.
- **Better on-the-job performance.** People work up to expectations because their skills and aptitudes match job requirements.
- **Fast, responsive turnaround.** Verbal feedback is offered by the next business day. The written report is sent by mail, fax, or e-mail in five to seven working days.
- **Results that are fair, accurate, and objective.** Our assessment tools are carefully designed and researched to ensure their validity, reliability, and fairness to all candidates.
- **Confidence.** Selection decisions are based upon proven results documented over our 50-plus years of experience in the assessment field.

### HOW IT WORKS

The HUMAN RESOURCE EVALUATION provides quick, succinct recommendations based on objective assessment.

We begin by analyzing the requirements of the open position to create an assessment battery that will measure a candidate's potential for success on the job. Each assessment battery includes measures of:

- Problem-solving
- Ability/aptitude
- Job-related personality characteristics.

This assessment can be completed in about half a day at our offices — or yours, after one of your staff members has been instructed on proper test administration.

Results pinpoint the candidate's strengths and weaknesses — plus our assessment of his/her "fit" with the job. The report includes a graphic illustration charting the candidate's performance against key job-related competencies.

