

Look beneath the surface and
add science to your
recruitment process



Psychometric Assessment

Gut feeling may not always be enough to ensure that the candidate you have selected is indeed the best person for the job. The costs of mis-hiring are many and can include high staff turnover, reduced productivity and expensive recruitment costs.

Allworth Juniper offers a range of psychometric assessments, including cognitive ability tests, and personality and motivation questionnaires, that can help you minimise the risks of mis-hiring and provide insights into individual attributes that aren't always easy to observe in an interview.

Benefits to your people and business

- ◆ Increase the predictive power of your selection process
- ◆ Reduce the costs of mis-hiring
- ◆ Compare results to a wider pool of people across industries and occupations
- ◆ Highlight areas to clarify through the reference checking process
- ◆ Maximise potential and retention on the job by identifying strengths and development needs

Why Allworth Juniper?

- ◆ **Expert analysis and interpretation** – reports are written by trained and experienced psychologists
- ◆ **Customisation** – reports are tailored to address specific job competencies and requirements
- ◆ **Responsive** – quick feedback and reporting turnaround times
- ◆ **Quality** – we are discerning about the tools we use, keep abreast of advances in technology, and use only those assessment methods that are reliable and valid
- ◆ **Candidate care** – we provide a comfortable environment for assessment and detailed feedback to the candidate on their results
- ◆ **Qualified and ethical** – registered psychologists who are members of The Australian Psychological Society and bound by a code of ethics



Psychometric Assessment
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