

# Psychometric Assessments

How using psychometric assessments in recruitment can add value to your company

# In House Psychometric Assessments

Psychometric testing for recruitment is becoming an **increasingly valuable tool** which allows you to improve both your **hiring processes, retention of staff and bottom-line performance**. Personality assessments are being used more frequently for all levels of hiring, and not just for senior-level roles. **Detail2Recruitment** now provides a **range of personality and ability psychometric assessments** which are offered at no additional cost to our clients.

Meet our in-house BPS-qualified assessor and Director:



## Mike Wood

Director | Qualified Psychometric Assessor



For the last **20+ years**, I have worked in and around HR and Recruitment, HR for large PLCs before founding a Recruitment SME in 2002. During that time I've seen the impact a bad hire can have on an organisation and the people around them. Conversely, I've seen the **impact a great hire has on business performance** and the people within that organisation.

As I specialise in **senior-level recruitment**, many of my clients see the logical benefit of incorporating psychometric testing for recruitment into the interview process as a way of **validating and confirming the assumptions** they had built up during the interview process.

When working with my clients, my primary remit is to **find the best talent in the market**, which then raises the below questions:

- » What constitutes the **"best talent"**?
- » Is the quantum of "best talent" based on **capability, attitude, values, personality, and experience** – is it some, or all of this?
- » How are the **components** of "best talent" measured?
- » **Who decides** what good looks like?
- » Who has the ultimate **hiring decision**, and is that decision based on any **scientific or evidence-based reasoning**?

For roles that we recruit, and incorporate psychometric assessment, not only are the psychometric assessments free of charge, but we are able to offer a **candidate guarantee for up to 12 months**.



# Assessment Levels

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## Junior to Middle Management Roles

Most organisations will default to a selection process that involves a CV sift followed by a 1 to 2-stage interview process. That process will be based on the strength of a CV, which usually includes working for a competitor, longevity in their roles, how they answer questions during the interviews, and what the hiring manager feels the chemistry/fit is between them.



This type of interview process means that the hiring manager is likely to recruit people similar to themselves, which isn't always a good thing! There is a lack of science or predictive performance built into this type of interview process and the success of the new hire becomes a risky shot in the dark.

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## Senior to Executive Roles

*Candidate Guarantee!*

A typical **C Suite recruitment process** can range from similar to that illustrated above, to panel interviews with a group of leadership or board stakeholders. Embedding psychometric testing is **more common the more senior the role**, or the greater the influence the role has within the organisation.

The senior-level recruitment we undertake is **retained** and we embed a relevant psychometric test **in-between the first and second interviews**. After the first stage interview has been concluded, we know the number of candidates required to assess and what type of assessment should be used.

We administer the psychometric tests to the candidates and once completed, arrange a **video meeting** with the client stakeholders to provide face-to-face feedback. We create a **bespoke report** on each candidate **detailing the test outcomes**, along with suggested questions and areas for further exploration at the second interview.

As only 1 candidate can be offered the role, to support our client's employer brand, we arrange a video meeting with all of the candidates who took the psychometric assessment and provide them with detailed feedback to **assist their career choices** going forward. With the role being retained it allows us to provide this **high level of service** to our clients and candidates, whilst absorbing the cost of the psychometric testing for recruitment into the fee. All of this means our client doesn't pay any more for the overall hire, despite **enhancing their recruitment and selection process** with psychometric assessment.



# How can businesses use **Psychometric Assessments**

Psychometric assessments during the recruitment process are still one of the most valuable applications for businesses, as well as being used to help develop, and retain, employees. They provide invaluable insight into personalities, aptitudes and behaviour traits of existing employees as well as new recruits. The results of these assessments can help experienced managers understand and optimise team dynamics, increasing job satisfaction.

## RECRUITMENT

Assessments can be utilised in the recruitment process to make **confident decisions** when identifying the **right candidate for a role**. The assessments are an **unbiased** way to scientifically assess individuals helping you narrow down your **pool of candidates** who have the **professional traits** you are looking for.

## DEVELOPMENT

Employers, managers, and HR teams can use assessments in a business to help **identify areas of strength** in their employees. The results of these assessments can help experienced leaders understand and **optimise team dynamics**, and **increase performance and job satisfaction**.

## RETENTION

Understanding your **employees motivations** can give insight into **areas of improvement** within your business, making the workplace a desirable environment and **improve employee retention**. If assessments are a built-in part of your recruitment and development process this will aid with **employee motivation and engagement**.

**Diversity and inclusion** is a highly important value for businesses to portray and psychometric assessments generate valuable insights and **unbiased results** to achieve this value during recruitment stages.



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## When should you use Psychometric Assessments?

- If you currently use testing in your recruitment and selection and want a better, more **cost-effective solution**.
- You want to start using assessments for the first time.
- You want to know what costs are associated with using assessment as part of your recruitment & selection.
- If you do your own recruitment and want to incorporate assessment into the process.
- If you use one company for assessments and another for recruitment, and instead want to **streamline the process** so that one company does both the assessment and the recruitment.
- If you want to **increase the performance of your workforce** and their contribution to your business bottom line.

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## How Psychometric Assessments will positively impact your recruitment & selection

- More **efficient and effective hiring**, be clearer about what good looks like and take the instinct out of the selection process.
- **Improved time to hire** by getting it right the first time, and not having to go back out to the market.
- **Standardise your hiring** so that people are not recruited based on whom the hiring manager is but based on organisational fit and their personality.
- Improve **retention rates**; you are hiring the right people who stay longer, and staff do not leave as a result of being managed by a bad hire.
- Improve your **employer brand**.
- **Add value to your business** bottom line by hiring better, more motivated, more committed people.
- Your customers are not interacting with a bad hire, negatively impacting your bottom line.
- You do not waste recruitment, training and onboarding costs by accidentally hiring the wrong person.

# Our Assessments

We offer in-depth psychometric assessments across a range of areas outlined below:



## **Behaviour Assessments**

Offer insight into how an individual communicates, handles setbacks, or would manage a team. Usually, these assessments involve the individual selecting from a list of adjectives those which they feel represent them, and those that they think others perceive them to be.



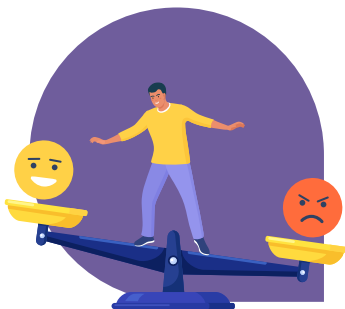
## **Aptitude Assessments**

Measure a person's cognitive abilities, such as numerical and verbal reasoning, logic, and error-checking. They can be a pass or fail test, designed to measure intelligence in different areas.



## **Personality Assessments**

Measure the core characteristics that drive a person's values, attitudes and behaviours. Personality traits are very stable over time, making them excellent predictors of things like job performance. These tests explore an individual's interests, values and behaviours, which are good indicators of suitability for the role.



## **Emotional Intelligence Assessments**

Measure a person's ability to recognise their and others' emotions and use that information to inform thinking and behaviours. They often take the form of a questionnaire where the individual indicates their level of agreement with a statement.

*[Click here](#) to find out more about our assessment offering.*



## Client **Testimonials** where Psychometric Assessments were used

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We chose to partner with Detail2Recruitment to hire a key leadership role in our business. We decided to work with them because of their candidate guarantee and the fact they could absorb the cost of using psychometric assessment into standard recruitment fees, with no additional charges. Having previously used a Headhunter and an external psychometric testing company we really experienced the benefit of having one company provide both services, the cost we saved was significant. It worked especially well for us as Detail2Recruitment were able to assess the candidates they had sourced for our position. The quality of the assessment reports were excellent, the Teams video to discuss the assessment feedback was really beneficial and the questions we were provided with were really tailored and in point. Overall it was a really good experience.

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I recently worked with Detail2Recruitment regarding a recruitment assignment for a key position. I was very impressed with the speed and quality of their work. They quickly established the key characteristics and experiences that we were looking for in our new hire. We had a high-quality shortlist to meet in a matter of weeks, all of whom were very impressive and matched the brief. We narrowed the shortlist to 2 and then made a successful hire. They supported us throughout the process and ensured that the communication with the candidates was proactive and timely. I would have no hesitation in recommending Detail2Recruitment and as we incorporated psychometric assessment into this process, we benefited from their 12 month candidate guarantee.

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*To read more testimonials [click here](#)*



# Detail2Recruitment

Your route to the right people™

Founded in 2002, Detail2Recruitment is a national recruitment partner with 20 years of heritage. We focus on connecting specialist talent with leading employers across a number of key industries and disciplines including; Manufacturing, Engineering, Supply Chain, Logistics, Commercial and Hospitality.

## Our Values



### DEVELOPMENT

We support and invest in our people to ensure they realise their potential.



### ENERGY

We are energetic and enthusiastic about who we are and what we do.



### TEAMWORK

We are one team working together to always achieve greater results.



### ADAPTABILITY

We adapt to different situations and always strive to embrace positive change.



### IMPACT

We understand the impact our work has on our client's organisations and the careers of our candidates.



### LEADERSHIP

We lead by example and are empowered to ensure the best outcome for our clients and candidates.

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**Going the extra mile for our clients and candidates, constantly innovating and collaborating to make a positive difference to their organisations and careers.**

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## Rely On Our Services



Expert Headhunters



Established Candidate Networks



In-house Psychometric Testing



UK, Nationwide

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