

The phenomenal growth of psychological questionnaires in recent years has given organisations more choice in the market place than ever before. However, the multiplicity of products makes it more difficult and time consuming for purchasers to decide what is best for each particular need.

The Assessor system allows users to generate detailed guidance, competency and personality reports from a single product, rather than having to work with a number of assessment tools from different suppliers.

- Ø Produces a range of reports from one questionnaire, covering three main areas:
 - personality
 - competency
 - guidance
- Ø 130 competencies reviewed in a single assessment tool
- Ø Valid for all levels of seniority
- Ø Future proof - you can assess the jobs of tomorrow
- Ø Multi-lingual
- Ø Short, modular training
- Ø Administered using pen and paper, PC or the Internet
- Ø Jargon free reports
- Ø Truly business orientated

The highly versatile system reviews 130 work competencies by means of 190 work-related multiple-choice questions which are derived from our work with clients over the last decade. It typically takes 20 minutes to complete the questions. The answers given then allow the generation of detailed competence and personality information, with an emphasis on straightforward, jargon-free reports.

Any job role can be profiled and normed by the selection of a set of competencies from the directory of 130. An employer can, therefore, profile a candidate against several possible job roles simultaneously.

Central to the appeal of Assessor is the way it has been designed to meet the specific needs of different industry sectors/organisations by allowing users readily to tailor job profiles and biographic questions to individual requirements.

Training

The extended training periods for many established assessment products can make it difficult for companies to maximise use of occupational psychology tools. In marked contrast, Assessor has been specifically designed to reduce the training requirement without compromising the validity of use. Training is provided in short modules for maximum convenience. Entry level courses for basic competency reporting take just one day, whilst comprehensive training, equipping the manager to

interpret more complex personality questionnaires, can be completed in four days.

Implementation And Use

Assessor enables users to maximise the advantages of PCs and the Internet in human resource applications. This offers major potential cost-efficiency benefits by allowing it to be used anywhere, at any time, with central control by trained assessors. Alternatively, the system can be administered using traditional pen and paper.

Reporting

There are 3 levels of report:

- **Careers advice reports** which provide detailed feedback to the test-taker with respect to career direction.
- **Competency reports** which can either cover all 130 competencies or any permutation thereof, perhaps to match with an individual job role requirement. In addition a report can show the highest and lowest scoring competencies.
- **Personality level reports**, which provide detailed narrative feedback, as well as numerical profile charts for the more expert feedback session. These include Type, Relationships, Values and EQ reports.

Target Audience

Assessor is designed for any BPS Level B test user, whether intermediate, intermediate plus or fully certificated. The competency reports may be utilised by anyone qualified to our Bronze level or equivalent. The Careers Advice reports are for general use.

Number of Questions	190
Typical completion time	20 minutes

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