

Psychometric Testing

Your organisation. Improved.



Everyone's done a bad one.

As undergraduates, psychology students are sometimes told not to mention that they're psychologists in social settings unless they want to find themselves at the end of the bar. Drinking alone.

The myth and rumour surrounding psychometric assessment extends beyond social settings however, and despite rigorous scientific evidence about their value, corporate nervousness about the use of psychometrics in assessment and feedback processes abounds.

Today's CEO's and Executives are asking us:

- How can psychometric testing beat good old fashioned experience and intuition?
- What if psychometrics are wrong about someone?
- How do I use psychometrics in environments that have strict equity and privacy requirements?
- How do I convince my executive team (who've had bad experiences) that psych tests are worth the investment?

Psychometrics are just one piece of any organisational puzzle.

The truth is, that without good surrounding processes, the injection of the wisdom of others in the business and the skill of a highly trained and personable psychologist, psych tests really cannot deliver a substantial return on investment.

For those organisations who embed psychoanalytics within these other component parts however, testing becomes a competitive advantage in the war for talent and optimal workforce performance.

Organisations who invest in embedding psychometrics within their workforce assessment and feedback processes report:

- Improved organisational fit and retention
- Decreased recruitment error
- Improved ROI on professional development and training activities
- Success in building feedback cultures
- Improved leadership conduct & effectiveness

We're here to help.

The team at J&G Consulting are consultants first, psych test administrators second. We believe that embedding psychometrics as part of an overall workforce intervention requires deep knowledge of the business, understanding the improvement process you're embedding the tests in, and the care and concern of a highly skill test administrator in order to realise the benefits of testing.

We also believe that sometimes psychometrics are not a good way to go. We'll help you work it out and we won't sell you psych tests unless we think you need psych tests. Simple really.

Psychometric testing

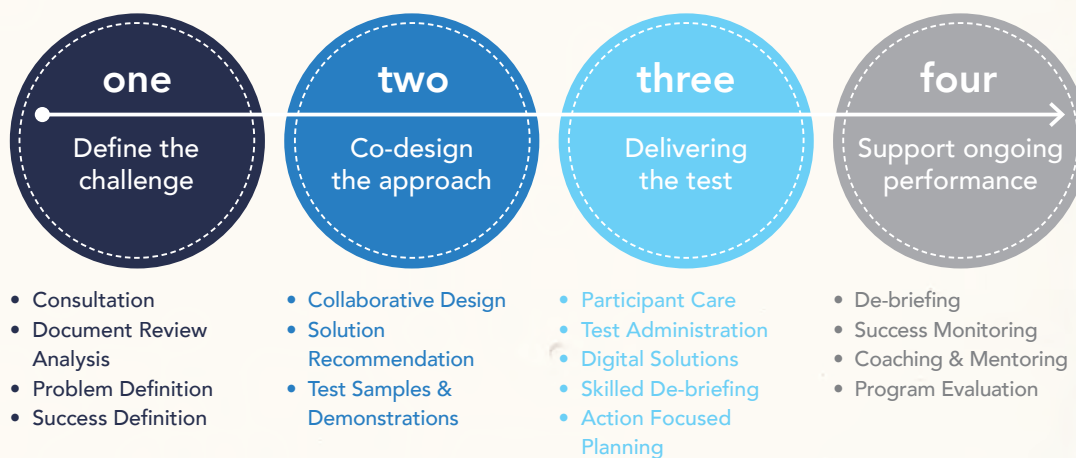
"If my future were determined just by my performance on a standardised test, I wouldn't be here, I guarantee you that."

Michelle Obama

This is how we do it.

Through establishing a relationship with HR, we support our clients to take a holistic view of where psych tests might fit into their workforce development agenda as assist them to get the job done in a manner that is efficient, cost effective and highly impactful.

Some of the ways we do this include:



Our commitment to a brighter future.

We are in demand because our contribution to strategy, organisational design and human behaviour have real business impact and our commitment to co-design builds internal capability to sustain change long beyond the term of our engagements.

To commence a conversation about psychometric testing, contact J&G directly for a complimentary and confidential conversation.

"J&G combine the expertise of experienced psychologists with the pragmatism of consultants who have worked both as internal and external advisors to large organisations. Their use of psychometrics embedded in overall solutions for recruitment or performance uplift has been highly effective in accelerating our teams toward improved contribution to the community. We won't hesitate to call on them again to assist us when we want to add the rigour of testing to our approach."

*Head of People and Performance
Large NFP in the Disability Services Sector*

Let's talk.

Ask us for more information on:

Governance & Performance;
Organisational Reviews & Redesign;
Enterprise & Workforce Strategy;
Transformation & Change;
Executive Development & Search.

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