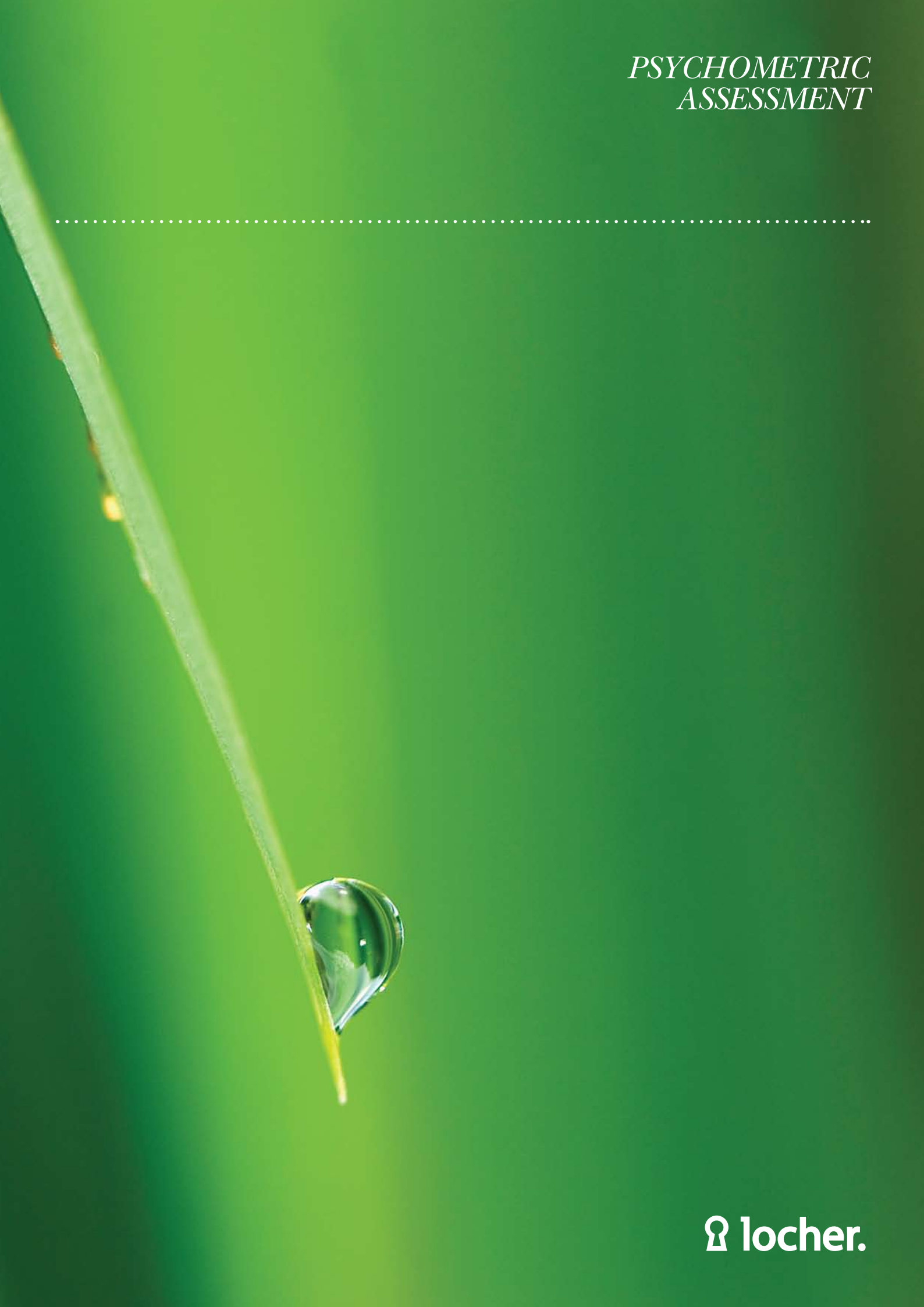


*PSYCHOMETRIC  
ASSESSMENT*

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# PSYCHOMETRIC ASSESSMENT

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*“Psychometric Assessment enables an objective recruitment management, talent management and career planning process with reliable predictions.”*

Locher has a team of Organisational Psychologists who can work closely with your business to support:

- \* Selection
- \* Talent Management
- \* Career Planning

We have a comprehensive assessment library with a large normative data base and are capable of delivering these products in paper and pencil version or online.

## **Selection of personnel for your business**

Psychological profiling can provide you with an in-depth and comprehensive picture of potential employees.

Our detailed candidate profiles include:

### **Personality**

- \* Leadership style
- \* Interpersonal style
- \* Team style
- \* Ability to manage stress
- \* Communication skills
- \* Emotional Intelligence

### **Reasoning Abilities**

- \* Verbal
- \* Numerical
- \* Abstract Reasoning

### **Technical Abilities**

- \* Verbal Comprehension
- \* Numerical Computation
- \* Visual Estimation
- \* Mechanical Comprehension
- \* Technical Understanding
- \* Fault Diagnosis
- \* Spatial Recognition

### **Talent Management and Career Planning**

Locher Human Resources can assist your business in the delivery of Psychometric Assessment for existing employees to support your internal selection decisions.

### **Leadership**

Leadership profiling enables you to assess those individuals who have leadership potential within your business. The detailed information provided illuminates your leader's existing areas of strength and those areas for which further development is warranted.

### **Team Styles**

Locher can also deliver psychometric assessment to assess team performance and styles, or integrate this tool into your team building exercises for an interesting and innovative approach to training and development.

### **Career**

Psychological profiling may also be used to inform an individual's career planning or transition.

Locher Human Resources can work closely with your staff, tailoring the assessment to this role and your organisation's needs with the most appropriate assessment looking at personality, reasoning, leadership and technical skills tests.

The information is packaged in a full career preference report, to support decision making around future career paths.