

The Value of Psychological Assessments

Psychological assessments are useful for hiring, managing, motivating, restructuring, promoting, coaching, training, counseling, and on-going development. Some of the key benefits include:

- Objectivity – Interviewing and reference checking are at best subjective. An effective assessment tool is often the only objective information you can rely on.
- Clarity – An effective assessment tool can help you see what you might otherwise miss and help you do so before it's too late.
- Insight – An effective assessment tool can tap into deep-seated and normally difficult to access attributes of people; helping recruiters and managers to know what they should be looking for and focusing on.
- Confirmation – An effective assessment tool can help confirm or challenge good and bad attributes that you may have sensed but were unable to fully identify.

Four Facets of Assessment:

Personality and Behaviour

- motivation & interests
- (surface of) experience

Education and Training

- credentials & skills
- knowledge

Temperament and Aptitude

- disposition & self-motivation
- (depth of) experience

Character and Maturity

- attitudes & values
- understanding

We derive input on the left-side facets of a candidate mostly from psychological assessment, input from the right-side mostly from interviewing and references.

The higher on the continuum, the more superficial and changeable is the facet; the lower on the continuum, the more deep-seated and unchangeable.

Most hiring mistakes are made by ineffective assessment at the lower end. Since the high end is more extrinsic /manifest and easy to assess, the low end more intrinsic and difficult to access, there is a tendency to base hiring decisions— and all “people decisions”—mostly on upper end, superficial input.

To learn how the ADVANCED ANALYSIS™ can help [click here](#).