



# ASSESSMENT

## PSYCHOMETRIC ASSESSMENT SERVICES

DEVELOP AND BUILD CAPACITY



EMERGENCY SUPPORT  
NETWORK PTY LTD

*Specialising in People Risk Management*

## PSYCHOMETRIC ASSESSMENT SERVICES

---

The **Emergency Support Network (ESN)** strongly recommends our clients utilise our premium psychometric assessment service when recruiting to ensure the true potential, abilities, and job fit of candidates is known before they are hired. We see the extraordinarily damaging results of poor hiring decisions every day, costly decisions that can adversely impact on performance, culture, and morale across whole organisations for many years.

Using only the best scientific instruments, we provide our clients with powerful insight into the critical factors that drive a candidate's job performance, fit and success.

*"The British Psychological Society, in its 2007 review, places the Occupational Personality Questionnaire (OPQ32) "at the top of the first rank of personality tests, especially those used in occupational settings." The instrument has strong technical and statistical credentials documented in the SHL OPQ32 Technical Manual<sup>1</sup> to back this up."*

**Score: 27 out of a possible 30 stars**

## CANDIDATE ABILITIES AND POTENTIAL

---

Candidates can be measured for their abilities and also fit and potential. The following are recommended:

**Verbal Reasoning Ability** – The SHL Verify Verbal Reasoning assessment is designed to measure a candidate's ability to evaluate the logic of various kinds of argument as presented in written form.

**Numerical Reasoning Ability** – The SHL Verify Numerical Reasoning assessment is designed to measure a candidate's ability to make correct decisions or inferences from numerical or statistical data. The test is intended to measure the ability to work with numerical data in a realistic workplace context.

**Inductive Reasoning Ability** – The SHL Verify Inductive Reasoning assessment is designed to test a candidate's ability to draw inferences and understand the relationships between various concepts independent of acquired knowledge. It provides insight into how quickly and accurately a candidate can solve novel problems and think in new ways.

## CANDIDATE FIT AND POTENTIAL

---

OPQ32r (Occupational Personality Questionnaire) This class-leading instrument provides vital information about a candidate's job-fit and role competencies. The OPQ32r can:

- Identify the best-fit candidates for a given role
- Improve interview hit rates
- Identify future leaders
- Inform talent deployment across your business
- Evaluate talent pools following a merger /acquisition/ restructure
- Manage the transformation of a technical specialist to an effective people manager

## SERVICE OPTIONS

---

Note: Service options refer to use of Occupational Personality Questionnaire (OPQ32r) and SHL's Verify Abilities Assessments. Other assessments are available (such as the Human Synergistics Life Styles Inventory – LSI 1 and LSI 2) and will be recommended based on intended application. Rates are per candidate and include administration time to set up and manage assessments, candidate management, written report, and a 30 minute feedback session with each candidate (usually phone based). High volume assessment orders may be eligible for further discounted rates.

We always carefully assess the particular needs and requirements of our client and the role being recruited for to determine the optimal approach in each case. Typical service options include:

1. Personality assessment of job-fit with a short report
2. Personality assessment with full report. Linked to job competencies/ role requirements, candidate's strengths and potential weaknesses for the given role highlighted. Identification of key areas recommended for further investigation during reference checking and interviewing
3. Battery of psychometric assessments including ability and personality assessments with a short report
4. Battery of psychometric assessments including ability and personality assessments with full report. Linked to job competencies/role requirements, candidate's strengths and potential weaknesses for the given role highlighted. Identification of key areas recommended for further investigation during reference checking and interviewing

## ADDITIONAL REPORT OPTIONS

---

We can provide many other psychometric assessments and reports depending upon your requirements. We're happy to discuss your situation with you and help identify the best solution to meet your needs. Additional assessment options include:

- Motivation Report
- Sales Capability Report
- Team Impact Report
- Tailored Assessments

FOR FURTHER INFORMATION, PLEASE CONTACT

---

## EMERGENCY SUPPORT NETWORK PTY LTD

Phone: +61 8 9203 7777  
Email: [info@emergencysupport.com.au](mailto:info@emergencysupport.com.au)  
Website: [www.emergencysupport.com.au](http://www.emergencysupport.com.au)

