

Psychometric services

Related services

Test development

Biodata

Validation studies

**Equal opportunities
monitoring**

Data collection

Cost-benefit analysis

Best practice reviews

**Competency profiling/
Role analysis**

Level A test user training

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HR professionals are faced with a bewildering variety of choices when deciding how best to invest in new and better selection procedures. From the simplest ability tests to different approaches to assessment centre design, knowing which alternative to choose is not always easy. Finding out whether your chosen test or procedure works and is right for you is no easier, but without this proof, there is no way to be sure that your procedures are delivering a return on your investment by identifying higher calibre candidates.

CGR provides independent advice to help you identify and use the most appropriate selection techniques for any given purpose, and can conduct various kinds of follow-up studies to determine their effectiveness in use.

Our Psychometric Services include:-

Test Choice & Development

CGR's Chartered Occupational Psychologists can help you to:-

- develop criteria for selecting the right tests and personality questionnaires for you
- evaluate publishers' claims for their tests and review the quality of test materials
- draw up short-lists of suitable tests and conduct validation studies

If the right test is not available off-the-shelf, we can help you develop your own tests. We can also provide training in the use of all "Level A" ability and aptitude tests published in the UK.

Monitoring & Validation Studies

Follow-up studies need not be confined to tests – the psychometric properties of a good test - reliability and validity - should also apply to interviews and assessment centres. We can help you evaluate the effectiveness of any selection procedure by:-

- reviewing the content of procedures and establishing their job-relatedness
- validating selection measures against job performance
- monitoring for compliance with equal opportunities legislation

Cost-Benefit Analysis

Few organisations would invest in expensive equipment or systems without first calculating the likely return on that investment. Costing and working out the benefits of an investment in *people* usually requires some expert help. Using established techniques of "utility analysis", we can help you to:-

- work out start-up and recurrent costs
- establish the efficiency gains of new procedures
- calculate the financial benefit of investing in better selection systems

The healthy state of modern selection practice owes much to the traditional skills of psychometrics – skills we can employ to maintain the health of all your organisation's selection systems.

