

Psychometric Testing

What is Psychometric Testing?

Psychometric testing is an objective way to measure and explore multiple aspects of behaviour, aptitude, and personality by providing a comprehensive but accessible overview of your candidates. Psychometric testing will improve recruitment processes by enabling informed and objective people decisions allowing you to recruit and manage with confidence.

How is it used in practice?

Recruitive ATS Users will have the option of sending a request to an individual or multiple candidates to carry out a Psychometric Test, at any point in the recruitment process in one click.

When the candidates have completed and submitted their test, notification of results is sent back to the Recruitive ATS and the report will be automatically uploaded against the originating candidate's record for review.



What are the benefits of using it?

Integrating Psychometric testing into your recruitment process has multiple benefits, including but not limited to:

- Fairer on candidates who may have experienced an unstructured interview, denying them the opportunity to sell their skills and competencies in an interview situation.
- Helps evaluate a candidate's fit for certain roles & drastically reduces the likelihood of a 'bad hire'.
- Understanding candidate personality traits provide valuable insight into their approach to work.
- Understanding how quickly someone learns new information.
- Helps employers identify high performing candidates.
- Helps to inform your recruitment decisions.

What are the extras?

A psychometric test can be completely unique to your organisation, you can:

- Job profiles for a wide range of roles are available or can be created specifically for your business.
- Comprehensive candidate feedback, whether successful or not in the application process.
- Set up as many different varieties of psychometric tests.
- Completely branded to your organisation.