

Media alert

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The value and use of psychometric tests in the workplace

“Let’s start by understanding that there is only one 100% fool proof method of finding out if a candidate for a job will succeed” says Jamie Ford, Director, Foresight Learning Systems. “That method is to employ them and see if they succeed in delivering the required results.”

Ford says valid psychometric tests do have a place in employment for providing data on such things as:

- Insights on the personality and suitability of candidates as a part of the recruitment process but only alongside other data that is being used to form conclusions.
- learning and development requirements in order to train an employee in delivering the required results.
- Insights on why an employee is not performing their work to the standards required.
- Information that will assist coaches how and where to focus their attention as part of the process of growing the capability of coaches.

Ford explains that, “Given the volume of data IRD will have on the work performance of its employees the use of psychometric tests in the process of a restructure seems an unusual and quite unnecessary application of testing.”

Additionally, the managers have the most valid information available as to the suitability of their team members for the IRD’s future work requirements.

About Foresight Learning Systems

Foresight Learning Systems (est. 1994) is a highly successful HR consulting firm specialising in providing research based resilience training on both sides of the Tasman. Focusing on developing a mindset of optimism and resilience, Foresight helps businesses attract, select, develop and retain talent. Led by Director Jamie Ford, Foresight has worked with some of the largest corporates in Australasia, including Fletcher Building and ANZ Bank, and several government departments such as the Department of Prime Minister and Cabinet (Australia), and the NZ Ministry of Justice. Foresight offers a range of personality and attitude assessment tools, along with learning and development and coaching programmes to help you and your people succeed.

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