



HR Assessments – Which test to use for a given purpose?

Here is an **Indicative Summary** to give you some guidelines on choosing a test for the given purpose of assessment and target group. The administrator’s manuals, technical documents, sample reports are available in the **Documentation** section, the access to which is possible to active clients and clients in trial period.

For most practical purposes, each tool may be adapted to your specific assessment needs. An assessor could prefer using one tool over the other as per his expectations, needs, understanding of the tool and the context of the assessment.

If you wish to master the interpretation of our psychometric tests, we conduct **certification workshops** on our psychometric tools and the use of all the options available in your client account.

You will find, in the section “HR Practices”, expert opinions and in “Testimonials” section, the feedbacks from our clients.

Please contact out [customer service](#) for all assistance and for making a test available in your account if it already not there.

Tool	Domain of Assessment	Context of Assessment	Target group	Principal users
Professional profile	Personality (12 bi-polar dimensions)	Recruitment, Career management, Competency Profiling	Employees, Managers, Level of education: graduates.	Recruitment agencies, Hiring managers, Career managers, Competency development centres, Coaches
Sales Profile	Sales Potential	Recruitment, Career management, Sales force audit, Selection in business schools	Sales persons, Product managers, Marketing /communication in-charges, Students in business schools	Recruitment agencies, Hiring managers, Career managers, School administrators Trainers Coaches
Big Five Profile	Personality (Big Five model)	Recruitment, Orientation	Employees at all levels	Recruitment agencies, Hiring managers, Competency development centres, Career counsellors
Management Style Inventory	Managerial style	Competency profiling, Management Audit	Managers	Recruitment agencies, Career managers, Coaches, Trainers
CTPI-Pro	Work personality (20 bi-polar dimensions)	Hiring and Selection Competency profiling, Management Audit	Managers at all levels	Recruitment agencies, HR consultants, Coaches, Trainers
Occupational Interest Inventory	Induction, Career Orientation	Career counselling, Placement	Entry to mid career executives Students	Competency development centres, Career Counsellors, Hiring managers

Tool	Domain of Assessment	Context of Assessment	Target group	Principal users
Reasoning Test-Corporate	General Intelligence factors	Recruitment, Selection in colleges	Technicians, Engineers, College Students, Managers	Recruitment agencies, Hiring Managers, Operations Managers, Education administrators
Emotional Intelligence Test-Corporate	Emotional Intelligence	Recruitment, Training, Individual Development	Managers, Engineers, Students, Job-seekers,	Recruitment agencies, Hiring Managers, Operations Managers, Education administrators
Business English Test-Intermediate Level	English Language (comprehension, vocabulary, grammar)	Recruitment, Training, Entrance exams in colleges	All levels	Recruitment agencies, Hiring Managers, Operations Managers, Education administrators
French Language Test	French (written)	Recruitment, Training,	All levels	Recruitment agencies, Hiring Managers, Operations Managers, Education administrators