



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 **client service** for all assistance and for making a test available in your account if it I already not there.

| Tool | Domain of Assessment | Context of Assessment | Target group | Principal users |
|-------------------------|---|--|--|---|
| Temperament Evaluator | 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 |
| BF5 | Personality (Big Five model) | Recruitment, Orientation | Employees at all levels | Recruitment agencies, Hiring managers, Competency development centres, Career counsellors |
| Management Skills Test | 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 |
| Career Orientation Test | Induction, Career Orientation | Career counselling, Placement | Entry to mid career executives | Competency development centres, Career Counsellors, Hiring managers |



The art of assessment

| 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 |