




Candidate Profiling

As an employer selecting the right employee is a crucial part of operating a successful business and interviewing alone may not provide the information required to make the best hiring decision.

Profiling can be used prior to the engagement of an applicant to assess their suitability. It can also be used to assess current staff for performance review or position changes, eg. promotion.

To effectively profile a candidate you need to assess the role requirements in order to select the best assessment method, which may include the following:

-  Ability/Aptitude - designed to assess the individual's natural ability in a particular discipline.
-  Work Skills - designed to measure the individual's acquired work place skills.
-  Behavioural - designed to describe the individual's typical work behaviour, preferences and style

You may choose a specifically tailored service or from one of the following:

Assessment Only	\$300
Consultation and profiling of the position to select relevant assessment	
Assessments included are a combination of Ability/Aptitude, Work Skills, and Behavioural (allow up to 1.5 hours)	
Administration of assessment by a consultant to minimise distractions or outside influences during testing at client premises	
Consultation to review results and assess most suitable applicant	

Assessments and Interview	\$365
All inclusions from Assessment Only	
Interview with a consultant covering experience, motivations, salary expectations, communication skills and presentation (allow up to 1 hour)	
Written candidate interview profile	

Assessment, Interview and Reference Checks	\$385
All inclusions from Assessment and Interview	
2 documented reference checks from sources provided by the candidate	

All assessments have been researched and developed by qualified psychologists and People in Focus are accredited to administer the assessments.

For full details on assessment options please contact **Sharyn Waterworth**.

All fees exclude GST.