Reduce Hiring Mistakes

Psychometric Assessments are a powerful and cost-effective way of accurately predicting the likelihood of success of a candidate in any given role. In comparison to traditional recruitment and selection processes such as interviews and reference checking, Psychometric Assessment is evidence based, unbiased and incredibly accurate.

The most accurate predictor of on the job success.

**Benefits of assessment**

The use of Psychometric Assessments in a recruitment process has led to substantial and sustained work outcomes including:

|  |  |  |
| --- | --- | --- |
| * Increased productivity and speed to productivity | * Lower turnover |  |
| * Less negative behaviours in the workplace | * Less time invested recruiting and training new employees |
| * Improved employee engagement | * Less money spent on advertising vacancies |
| * Less disciplinary action required | * Higher client satisfaction ratings |

*Please turn over to see a testimonial from Vasey RSL Care outlining the benefits they have experienced since implementing psychometric assessments as part of their recruitment process.*

**What assessments can I administer?**

SACS offers a range of psychometric assessments designed to measure the likelihood of success at work, as well as potential risk areas. These include:

|  |  |  |
| --- | --- | --- |
| **Personality** | **Values** | **Cognitive Ability** |
| **Emotional Intelligence** | **Resilience** | **Attitudes Toward Diversity** |
| **Engagement** | **OH&S** | **Counter-Productive Work Behaviours** |

**The SACS Difference**

SACS partners with Deakin University to develop assessments and ensure we are offering the most contemporary measures. Our assessments are evidence-based and designed for recruitment and development purposes, offering benefits such as:

* Risk ratings and knock out factors to help rule candidates in or out
* Simplified and easy to understand reports
* Self-administration through our easy-to-use portal
* Pay as You Go – No bulk credits to buy
* Buy quickly and easily online
* Discounts for volume purchases
* Report available instantly
* Interpretative manuals

**How do I access Psychometric Assessments?**

Psychometric Assessments can be easily administered by you through our online portal, or SACS can manage the entire process on your behalf. The SACS Psychometric Portal is an online platform that allows clients to manage HR and organisational development tasks for all stages of the employment cycle.

**How much do Psychometric Assessments cost?**

SACS offers a range of assessments and bundled assessments, with prices starting under $100 per assessment and even less for volume purchases.

**How can I buy Psychometric Assessments?**

Call the SACS Assessment Team on 1300 250 580 to discuss options and arrange set up.

**Testimonial**

We recently asked one of our clients to tell us about their experience with the SACS Psychometric Assessments and how it has changed their recruitment process. This is what Susan Marsenic, General Manager – Human Resources at Vasey RSL Care said.

* 30% decrease in advertising costs and agency fees
* The number of departures in the first year of service has decreased by 54% compared to the average of the six years prior.
* Instances of abandonment of employment in the first year of service have decreased by 61% compared to the same period.
* There have been no cases of permanent employees abandoning their employment in their first year since 2013 as opposed to 12 cases in the six years prior.
* In 2014 -2015, fewer staff than any year prior left with between 1 and 2 years service. Better retention has resulted in fewer employment vacancies over fiscal years 2014-2015 and 2015-2016, which equates to improved continuity of care for residents.
* The number of involuntary terminations in the first year of service has decreased by 83% compared to the six years prior to these changes.
* Since 2013 there has been only one termination due to performance within the first year, as opposed to 20 cases in the six years prior.
* Since July 2014 managers have rated 88% of their new employees as either “excellent” or “very good” after three months of work.
* Of the 46 instances of counselling or disciplinary action from 2013 to date, only six instances involved employees hired during this period. Employees hired since 2013 make up 48% of the current workforce but only 13% of the counselling or disciplinary cases.

For further information please contact the Assessments Team: 1300 250 580

[assessments@sacsconsult.com.au](mailto:assessments@sacsconsult.com.au)

