



### Programme overview

We offer a wide range of psychometric tools all designed to gain an insight into people's behaviours, attitudes and habits and then by fully utilising the information, we facilitate enhanced team work, improved communication, increased managerial and business capability. Tools used include:

- ◇ Myers Briggs Indicator STEP 1
- ◇ McQuaig
- ◇ Belbin
- ◇ Psychometric indicators

### Myers Briggs Indicator

Myers-Briggs Type Indicator (MBTI) assessment is a psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions. The MBTI focuses on normal populations and emphasises the value of naturally occurring differences.

Benefits include:

- ◇ Improved working relationships
- ◇ Developing leadership style
- ◇ Improving communication
- ◇ Making use of problem solving strategies
- ◇ Helping manage change
- ◇ Understanding and managing reactions to stress

### McQuaig

Behavioural survey that ascertains and identifies personal role related traits in existing or potential employees. These traits, attitudes and personality are then compared to the most successful employees. Reports generated match candidates with top performers to help make correct recruitment and development decisions.

Benefits include:

- ◇ Understanding a candidate's temperament helps differentiate between the natural-born leader, the natural-born specialist and all the people in between.
- ◇ Combining understanding of a potential candidate's temperament and focussed interview questions reduces reliance on "gut feeling".
- ◇ Making the right recruitment and development decisions

### Belbin

It's a well known fact that a person can probably never be 100% perfect but a carefully prepared team can be. It is also well known, that most teams could work better. Dr Meredith Belbin concluded that there was a need for a variety of roles in a team for a team to function well. Belbin defines a team role as "a tendency to behave, contribute and interrelate with others in a particular way". This tool helps clients establish high performing teams through developed understanding.

Benefits:

- ◇ Belbin's profile provides individuals with an understanding of the role they perceive they are playing in a team and the role others see them performing.
- ◇ Developed understanding of team member's strengths and weaknesses.
- ◇ Through a facilitated process, teams come together to work more effectively improving communication and mutual understanding.
- ◇ Profiles can be used to create new balanced productive teams by matching individuals suitability for certain roles.

### Psychometric Indicators

A quantitative assessment of 'how much' or perhaps 'what kind' of attributes a person might possess. In all workplace functions it is useful to know how much ability or what kind of personality an individual might have. This information underpins decisions relating to development/promotion and supports organisational HR strategy development. Types of ability tests available include: numerical/verbal/critical reasoning and spatial awareness.

Benefits:

- ◇ Support recruitment and selection decisions
- ◇ Support development of staff
- ◇ Increased self awareness in individual's strengths and developmental areas

### Additional Options:

All psychometric indicators can be administered to individuals and groups, with face to face feedback available as an additional option.

Team building events using all available tools highlighted can be delivered to meet tailored specific needs with accredited facilitators supporting each programme.

Phone us to discuss your needs, we will guide you to the most appropriate solution.