

Some questions you should ask before choosing a Psychometric Interviewing & Management System



Listed below are some of the most important considerations when choosing a psychometric interviewing and management system	ROGERS GROUP SYSTEM	OTHER OR CURRENT
▪ Has the system been used for many years by leading Australian and international companies	☑	☐
▪ Does the system have a demonstrated track record showing improved productivity and reduced attrition?	☑	☐
▪ Have proper validity studies been completed to show that the instrument is valid, accurate and doesn't discriminate on the grounds of gender; ethnic origin; age etc?	☑	☐
▪ Can it offer specific solutions for different management styles or team fit requirements so that it's not a 'one size fits all' solution?	☑	☐
▪ Is unlimited free consultancy with an accredited consultant offered?	☑	☐
▪ Is there an ongoing, 'on the job' education program to ensure maximum interviewing effectivity?	☑	☐
▪ Is there protection against candidates guessing the 'correct' answers to questions or choices and generating a 'false good' result?	☑	☐
▪ Is proper implementation and interviewing/selection training and support given?	☑	☐
▪ Does it offer unparalleled value for money?	☑	☐
▪ Does it offer free internal validation studies and testing of existing staff to benchmark against current successes?	☑	☐
▪ Do the reports include specifics on selling and leadership styles?	☑	☐
▪ Are there modules in the system for ongoing management, motivation and training of successful candidates?	☑	☐
▪ Does the supplier have the capacity to meet your multi-user support needs?	☑	☐
▪ Can it be used for administrative and entry level as well as sales and management staff to maximise its cost effectiveness?	☑	☐
▪ Does it have the capacity to generate targetted behavioural interview questions and reference checking to ensure accuracy?	☑	☐
▪ Is there a module for job design, which provides specific behavioural candidate modelling and even helps with wording for advertisements?	☑	☐
▪ Can it directly compare the candidate to the job specification to allow proper management decisions to be made?	☑	☐
▪ Is it part of a structured interviewing system, offering a complete start to finish approach with step by step guides for line managers?	☑	☐
▪ Does the system measure current motivation levels, transitional phases and stress indicators with specific interview questions and management strategies to deal with them?	☑	☐

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Find out how The Rogers Group can make it easier to define jobs, assess candidates and retain employees

THE ROGERS GROUP

we know people!

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