

HR Personality Test Tools

Professional psychometric tools are questionnaire-based tests that have a certain ability to predict human induced outcomes in the workplace. They can support the selection of the right people for a certain job, facilitate individual and team development and increase organizational effectiveness. Some tools should only be used for the development of individuals and teams, while others are designed and validated for selection and job matching.

Using a **personality** tool like the Garuda Profile is thus a powerful method of predicting how someone will typically behave. This is concluded from the strength, distribution and combination of the basic personality traits that trigger one's intuitive reactions. **Type indicator** and **Interest inventory** tools like the Garuda Focus Profile include more changeable factors and help to identify the types of tasks that someone puts priority on at work situation, especially in teamwork situations. **360° feedback** features in the tools gather feedback on an individual's performance or personal attributes from several sources, typically peers, superiors and direct reporting staff.

Individual personality tests are among the best single predictors of job performance and are even more powerful when combined with other tests or interviews. They provide an objective and fair method of selecting and developing staff and help to remove bias and discrimination.

The proven benefits of using psychometric tools include:

- Increased objectivity in staff selection and development
- Improved individual and interpersonal effectiveness
- Enhanced teamwork and organizational performance
- Elimination of irrelevant factors and personal bias
- Confirmation of personality fitness for a certain type of tasks

Key Tool Features

A good HR test tool for candidate selection:

- Does not confuse basic personality factors with acquired behavior.
- Does not try to measure personality, knowledge and skills at the same time.
- Contain a sufficient number of factors to describe the complexity of a personality.
- Measures relevant aspects as stated – *Validity*.
- Focus on factors important for professional success.
- Includes a qualified analysis of a certified person.
- Always gives the possibility to match the profile against a relevant job profile.
- Brings out and describes the persons' potential for success at a certain job type.
- Never claim to predict anybody's *Behavior* to 100 %
- Is stable – resists attempts to deliberately manipulate the results - *Reliability*
- Has a feedback session included for confirming and fine-tuning the profile.
- Is easy to read and understand and distinguishes clearly between personalities.

Tool Quality

A review of the Garuda Competence Profile was recently carried out with very good results. The audit was done according to what the British Psychological Society has been using for more than 10 years, reviewing tests and certifying test users

Traditional quality measurements as validity - if the test really measures what it suggests - and reliability - if the test results are consistent at repeated testing - are very good. The user-friendliness in all aspects was also highly appreciated.

All in all, the tool got high grades in this rather traditional examination - in spite of the fact that some unique features of the test was not taken into consideration. Especially the transparency and the interactive character of the tool are deemed very useful at key position recruitments, leadership development, quality assurance and productivity enhancement.



Garuda Japan K.K.
Shibuya Corp. 305 B
1-6-7 Komaba
Meguro-ku
Tokyo 153-0041

ガルダジャパン株式会社
〒153-0041
東京都目黒区
駒場 1-6-7
渋谷コーポ 305B

Phone: 03-3465-3051
Fax: 03-3465-3051
www.garudajapan.com
info@garudajapan.com