

## What are psychometric tools?

Psychometric tools are questionnaires or tests that help businesses to select the right people, facilitate individual and team development, and increase organisational effectiveness. Some should only be used for the development of individuals, while others are designed and validated for selection.

Using a **personality** tool like the Garuda Profile is a powerful method of predicting how someone will typically behave, based on the distribution and combination of fundamental personality traits. **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 team situations. **360° feedback** features in the tools gather feedback on an individual's performance or personal attributes from several sources, typically their peers, superiors and direct reports.

## A psychometric tool should be:

<b>Objective:</b>	the results obtained from it are not influenced by the administrator's personal preferences or biases.
<b>Standardised:</b>	it is administered and scored according to standard procedures; people's scores on the test are compared to known benchmarks.
<b>Reliable:</b>	it measures in a consistent way.
<b>Valid:</b>	it measures the characteristics which it sets out to measure. A test used for job selection should predict relevant aspects of job performance.
<b>Discriminating:</b>	the test should be discriminating, showing clear differences between individuals on the behaviour being tested.

## Why use psychometric tools

Individual 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 organisational performance
- Improved staff performance, morale and retention

They can be used in many contexts, including:

- Selection and assessment
- Individual and leadership development
- Team building
- Organisational change and development

## Common myths:

<b>Tests are not cost-effective:</b>	their accuracy in predicting job-performance makes them cost-effective, particularly when compared with the costs of recruiting replacement staff.
<b>People can fake them:</b>	proper tests are extremely difficult to fake and with personality questionnaires there are built-in checks to highlight if this has been attempted.
<b>They do not reflect the job:</b>	before using any assessment tool, a corresponding Job specification should always be developed. The assessments should measure against this and will therefore reflect and be relevant to the job.
<b>They are time-consuming:</b>	Well IT-adapted tools are very time efficient, administering a test is thus