

“ ValueEdge has provided us with tailored solutions to some unique assessment challenges. The results have been outstanding. ”

Annabel Thomas
Human Resources Advisor
International Power Hazelwood

Psychological Assessment

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At ValueEdge we pride ourselves in offering innovative and tailored services that assist organisations to select quality people and to focus the development of current employees.

Our psychological assessments for both staff selection and development purposes match the individual's knowledge, skills and attitudes with the criteria required for competent job performance. In this way psychological assessment allows for the prediction of the individual's future performance as well as the comparison of individuals against set criteria.

ValueEdge's Psychological Assessment services include:

- > Assessment Centres
- > Development Centres
- > Behavioural Interviewing
- > Ability Testing
- > Personality Profiling

Psychological assessments which are professionally used and evaluated can provide objective, reliable and relevant information concerning the likelihood of job success and satisfaction.

There are numerous benefits to be gained for both the job candidate and the employer from using psychological assessments.

Benefits to the employer and the job candidate

Professional assessment support provides numerous benefits to employers and job candidates.

Employer:

- > Getting people best suited to the job or training
- > Finding out where candidates may best be placed in an organisation
- > Gaining objective measures of strengths and weaknesses
- > Reducing turnover by increasing individual and job fit
- > Promoting a professional image by using best practice techniques
- > Minimising the risk of discrimination claims

Job Candidate:

- > Being fairly assessed in a competitive situation
- > Enabling candidates to demonstrate their strengths
- > Assisting them in finding a job for which they are suited
- > Assessments are chosen so that the relevant skills are measured
- > Assessments are carefully designed and fully researched so that they are fair to all candidates
- > Allowing candidates to find out more about their own strengths and development areas

Psychological Assessment – Track Record

- > Masterfoods
- > Medibank Private
- > Freeport Mine Papua
- > Department of Justice
- > Transport Accident Commission
- > Cadbury Schweppes
- > Melbourne Water
- > Department of Primary Industry
- > Department of Sustainability and Energy
- > Hazelwood Power
- > SPI Powernet
- > Office of Public Employment (VIC)
- > Country Fire Authority
- > Department of Human Services
- > Loy Yang Power
- > Yallourn Energy
- > TXU /Eastern Energy
- > Melbourne Metropolitan Fire Brigade



Contact ValueEdge to discuss your assessment needs

To discuss ValueEdge's Assessment Services, please contact one of ValueEdge's Psychologists at value@valuedge.com.au or phone **+61 3 9690 4550** or **+61 2 8448 2024**. Visit us at www.valuedge.com.au