

## Psychometric Testing

Psychometric tests are a fact of life in many of today's organisations. They are effectively used as a component of wider training, development or coaching programmes, as well as for assessing team or role fit, for assessing suitability for promotion, for recruitment and for career guidance.

### How can psychometric testing benefit your business?

- It can identify strengths and development gaps
- It can be used to provide highly targeted and effective development and coaching programmes, which enhance employee skills and motivation
- It can ensure fully informed hiring and promotion decisions, reducing turnover and recruitment costs
- It offers objective results that exclude personal preferences and can be fairly compared

### Our Consultants

Our diverse, dedicated and highly experienced consultants and coaches are accredited to provide a number of respected psychometric tests, including Belbin® Team Roles, Myers Briggs Type Indicator® (MBTI®) and KCP's Managerial and Professional Profiler (MAPP). They can advise on the most appropriate test and ensure results are effectively used to deliver tangible benefits. All our consultants have:

- at least 15 years' experience
- a diverse range of long-tenured business backgrounds
- blue-chip and SME experience
- private and public sector experience

In addition, most of them are educated to masters degree level.

### Typical Psychometric Testing Scenarios

Our consultants work closely with you to ensure psychometric testing is the appropriate solution for your needs and to ensure it is used effectively, often as part of a comprehensive training or development programme. Typical scenarios include:

- Providing information for use in coaching, such as helping an individual understand their strengths and development areas
- Assessing suitability for promotion of assignment
- Assessing and developing future talent and leadership potential
- Identifying individual and team training and development needs
- For recruitment and the selection process, alongside other assessment methods to explore the match between the candidate and the role
- For career guidance such and interests and values inventories

For a no obligation meeting on psychometric testing or your wider learning and development strategy contact us on e: [enquiries@lcp.org.uk](mailto:enquiries@lcp.org.uk) t: 01273 590232 or visit our website at [www.lcp.org.uk](http://www.lcp.org.uk)

### LCP Psychometric Testing Process

- 01 Initial discussion between LCP and client
- 02 LCP provides a written proposal to client with project objectives, approach, fees and terms of business
- 03 Proposal finalised between client and LCP
- 04 Psychometric testing activities take place
- 05 Client and LCP evaluate success and agree follow up

Note: This is an example of the psychometric testing process which will be tailored to meet the needs of each client.

*Contact us or visit the **Psychometric Training** page on our website for a list of all tests we are able to offer.*

*“More insight into where I am now and ways to make changes in the context I work”*

*Strength Deployment Inventory® (SDI®) participant*