

FinxS Reasoning Analysis for Management / Critical People / Critical position holder's Assessment :

- ☆ A set of psychological tests designed to measure the individual's reasoning skills.
- ☆ Typically used for measuring a person's future development potential, internal transfers & recruitment.
- ☆ Excellent interpretation and information about person's ability for critical thinking, creative problem solving, collecting, analysing and synthesising abilities for decision making.

Assessment of Multiple Aptitudes & IQ testing for staff / operative group / non management position holders.

Differential aptitudes – numerical, verbal, spatial, mechanical, clerical, psychomotor, closure etc. are important in operating roles in manufacturing set up.

- The aptitude tests define proficiency for each skill set and gaps that need to be bridged. These multiple aptitudes ensure intake of skilled and potentially groomable employees. Hence help avoid all frustrations for discovering incompetence and forced exit within a year's time.
- Paper pencil version available. Time bound tests ensure proficiency of high order.
- We are trained and have demonstrated high level of proficiency in interpretation and advise Multiple aptitudes & IQ testing

We are assessment and profiling experts, having more than a decade's track record in assessments and profiling solutions. We have ...

- ✓ Profiled more than 3000 candidates for pre hiring / recruitment fitment - Have partnered with Green field companies for profiling solutions at senior, middle and junior management cadre, profiling for role fitment for cross section of industries and functions encompassing sales, operations, manufacturing, customer services and after sales.
- ✓ Profiled more than 2000 operative level candidates as pre recruitment fitment scan (for green field projects) / regularisation of contract workers. While taking them on company's roll, served clients with selecting shop floor teammates with positive behavioural orientation and weeding out prospects with tendencies like socio pathology, low mental health, low maturity, learning disability / low IQ etc.
- ✓ Profiled more than 2500 professionals through assessment / development center.
- ✓ Facilitated Sales Fitness Scan for recruitment / promotion / performance gap & similar HR decisions in sales function. Provided Assessment solutions for Leadership profiling, identifying HiPo and building talent ladder.
- ✓ Offered Fitment scan at entry level for Graduate Engineer Trainees / Management Trainees enabling effective utilisation of budding talents, placements suiting their creative abilities, leading to their retention & enhanced productivity.

Our endeavour is to enable our clients making more effective HR decisions – Recruitment, Profiling, Leadership Assessment, Potential Assessment, Developmental Gaps Analysis etc. using these psychometric tools.

For more details about our clients, assessment solutions, demos, sample reports, more details about the process of administration etc. call on us.

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Assessment & Profiling Solutions for Pre Recruitment Job Man Fitment Leadership profiling.

Assessments & Profiling can be solution for you to

Weed out candidates with the wrong attitudes or poor work ethics.

Predict team compatibility, conflict management style, approaches to decision making & problem solving so as to help him / her adjust better to the Environment.

Understand individual stressors that impact his / her productivity.

The list is long & exciting. You will be happy to know that we can support you in the business challenges in the above areas through our assessment & profiling services...

Sample Psychometric Assessments At Your Service ...



WPS

MAP
Multiple Assessment of Personality

IQ testing

FLAG - 16

Measuring different aptitudes

Sales Role Fitness Scan

This is an indicative list only.

We customize our offering as per your assessment needs.

Extended DISC :

Offers – Individuals, work pairs, teams & organizations profiles.

Used for – Higher level management recruitment / potential assessment / succession planning / developmental gap analysis / leadership style profiling / team compatibility scanning etc...

Process – Online (Available in English, Hindi, Gujarati Marathi & Kannada) Takes just about 12-15 minutes at max – reports highlight natural self vs. adjusted self concerns, highlights environmental impacts on individual's adaptations.

Additionally ... Extended DISC is presently considered to be amongst the top 3 psychometric tools in the world. Originated in Finland, Europe after 20+ years of research, it operates in 60+ countries of the world. We are Strategic Business Partner with Extended DISC India engaged in ethical promotion of assessment system and part of international practitioners network. We are authorised to conduct Level 1 certification workshop – CEDA - Certified Extended DISC Administrator by Extended DISC India & Extended DISC International.

MBTI - Myers & Brigs Type Indicator

Offers - Individual reports – team & organizational diagnostic reports also available.

Used for – Management Position, Mainly used for developmental purpose, not for assessments and rejection

Process – Online / offline

Additional information – certified for Level 1 & 2, proficient with advance applications of MBTI for OD.

FIRO – B :

B is a very popular trait test promoted by Consulting Psychological Press (CPP) – in usage since 1958.

Offers – Insights into leadership/ managerial styles / interpersonal orientation of an individual
Used for – Mid level Management position for recruitment / TNA/ Leadership skills building / teambuilding etc.

Process – offline (available in English only)

WPS : Work Personality Scale

Indicates the scale of personal tendencies that an individual reflects . Helps measure individual's personality complex, so as to place /utilize in business & industry

Offers – Insights into individual's general adjustment pattern, his/her ability to adjust & adopt to people and situations. Offers critical insights with respect to mental health, maturity, morality, learning ability, sincerity etc.

Used for – Operator, clerical staff, sales/ retail sales representatives (people at the base of sales organization)

Excellent tool for blue collared workforce in manufacturing, service, retail, sales organization

Process - offline.

16 Personality Factors :

Popular trait test – used extensively for recruitment / fitment assessment.

Offers – Gives an insight on 16 personality traits of an individual like Emotional Stability, Vigilance, Dominance, Reasoning and so on.

Used for – Office administrative staff, operative staff .

Process - off line.

MAP - Multiple Assessment

Offers – Indian adaptation of 16pf, offers 20 dimensions suiting to Indian culture context. Mainly used for recruitment and development

Used for – Clinical / Graduate Engineer Trainees, Management Trainees, Junior management positions

Process - off line.

Sales Role Fitness

Offers – fitment in sales role / likely gaps in performing in the sales role / productive sales performance. Predicts success in sales role by measuring Sales Aptitude. Effectively predicts major concerns that need attention in the present sales role.

Used for – Sales professionals like sales representatives, Medical representatives, Front end sales staff, retail sales force etc. An excellent way to ensure that sales recruitment / potential assessment is accurate and return on sales expenses is guaranteed with right selection / placement

Process - off line.

FLAG – 16

Offers – Offers quick dependable insights during assessment of talents for higher roles internally eg. Appointing first time executives / team leaders

Used for - recruitment of Engineers, fresh graduates, fresh professionals getting in the world of work to gauge cultural integration abilities of the individual.

Process – Offline.