

Assessment



“There is only one corner of the universe you can be certain of improving, and that’s your own self. “

Aldous Huxley

Why does assessment matter?

Numerous research studies have found that organisations that fail to identify and appoint effective leaders and managers run the risk of direct damage, whether that is profitability, shareholder value or employer reputation. But when you consider the potential impact on employee engagement, absenteeism and labour turnover, the result can be collateral damage that is many times an individual’s salary.

Accurate assessment takes into consideration and measures factors that aren’t always apparent from looking at a person’s CV or even during the interview process. In this way, the risk of making mistakes during the selection process is significantly reduced.

Using knowledge to enhance performance

It is important to be aware that assessment is not an end in itself. Little is changed just because something has been measured. Really understanding a person’s relative strengths and weaknesses is an excellent start point, but this knowledge needs to be acted upon.

The way in which we assess people recognises this and forms the first of a number of inter-linked steps, which result in higher levels of personal performance.

Our deep and comprehensive assessment approach provides the psychological insights that predict a person’s

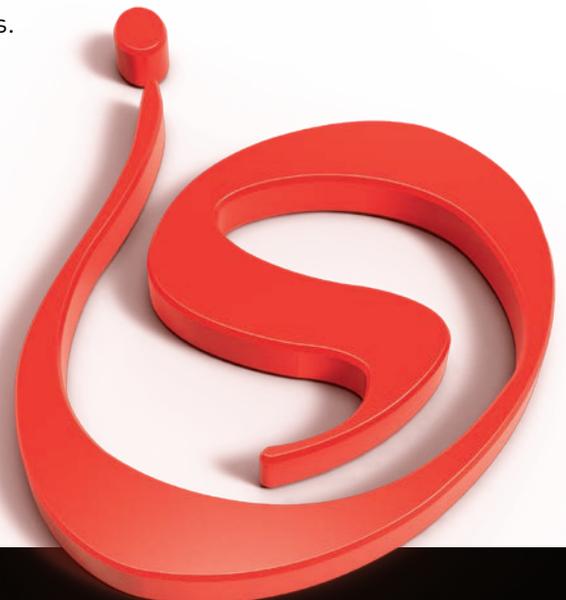
performance in a given role; identifies developmental gaps and outlines potential transition issues.

We are hybrids

As business psychologists we have a deep understanding of the complexities of human behaviour; as business consultants we know how to translate our insights into advice that is strategic and practical and as coaches and experts in leadership development we know how to help individuals achieve lasting change.

Tailored to your needs, not dictated by our process

We offer cutting edge, challenging and engaging assessment and development interventions for both volume roles and professional positions. Whether your requirement is for selection, development or talent identification, our approach will be flexible and dictated by your specific requirements.





Assessment

We recognise the following components are critical in maximising your return on investment of time and money.

Getting the measures right

Competency frameworks exist to enable us to accurately and unambiguously describe the behaviours that constitute success.

Our approach is based on the views of leading researchers in the field so whether you are tuning an existing framework or beginning afresh, the good news is that you will not need to start from scratch.

Running the process

Assessment is only as good as the people delivering it.

We offer an outsourced delivery model, which draws upon our pool of highly experienced psychologists and coaches. Alternatively, we can work in partnership with your team to provide any up-skilling necessary to ensure everyone is up to speed.

Using the right materials

We favour a blend of interviews, simulation exercises and psychometric assessments. Whether your preference is to use off the shelf exercises or bespoke tools we will work with you to ensure the right level of variety and challenge is provided.

Providing feedback

Whether you require written reports or face-to-face feedback we will make sure that each candidate has an enlightening experience.

We also offer rapid impact coaching for those who request ongoing support.

Executive Profiling

With more senior roles there is an even greater need to look below the surface. To be sure of a candidate for a new or bigger job or to really understand how a recently-appointed leader can maximise his or her strengths, requires an in depth consideration of capability, motivation and a person's fundamental psychological building blocks.

Our approach to assessment at the highest levels digs deep; our clients expect us to see things that others don't. Most senior executives are pretty adept at showing the right behaviours after all – it's partially what has got them this far.

“To effectively communicate, we must realize that we are all different in the way we perceive the world and use this understanding as a guide to our communication with others.”

Tony Robbins



Bringing Psychology to Life



About

Sixth Sense Consulting was formed in 2010 by two rather different people – a strategist and conceptual thinker with a deep and sometimes disruptive curiosity into the human condition and a pragmatist who plans, organises and gets things done!

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