

## The PeopleClues Assessments

PeopleClues is an award winning & industry recognised range of online pre-employment tests and assessments to help Recruiters, Hiring Managers and HR Professionals identify future talent, look beyond the CV and objectively improve their recruitment effectiveness. The PeopleClues assessment range includes:

- Cognitive Ability/General Reasoning Test
- Personality Questionnaire
- Attitude Survey
- Engagement Survey



## Cognitive Ability Test



### Important

...is knowing if the candidate has the right level of aptitude and ability to do the job.

#### The PeopleClues Cognitive Ability/General Reasoning Test Overview

The Cognitive Ability Test measures problem solving and learning speed by assessing verbal, numerical and spatial reasoning then combining these to create one overall cognitive ability score.

#### Test Summary

<b>Measures</b>	Problem solving and speed of learning and processing new information
<b>Predicts</b>	<p>The ability to quickly and accurately solve problems.</p> <p>Hire scorers will learn new skills quickly and have the ability to solve more complex problems. Low scorers will take longer to acquire new skills, but once trained, may be more successful than others in handling routine tasks.</p>
<b>Questions</b>	The 30 items test is broken down in to 10 items that measure verbal reasoning, 15 items that measure numerical reasoning and 5 items that measure spatial reasoning.
<b>Time</b>	7 minutes, timed test (Online)

# Personality Questionnaire



## Indispensable

...is knowing if the candidate has the right level of behavioural traits to do the job.

### The PeopleClues Personality Questionnaire Overview

The Personality Questionnaire is built upon the well-accepted "Big 5" concept of core personality traits. While these factors have been given various names, we have chosen to label them as **CLUES**, an easily-remembered acronym that precisely captures their intended usage – **CLUES** about the nature of the person being assessed. These five independent factors are:

1. **Conscientious:** (Conscientiousness)
2. **Likeable:** (Agreeableness)
3. **Unconventional:** (Openness)
4. **Extroverted:** (Extraversion)
5. **Stable:** (Neuroticism)

Candidates that have completed the assessment can be compared against a library of over 125+ benchmarked job roles giving a 'job-fit' percentage of their match to the ideal candidate which takes the guesswork out of candidate suitability.

### Test Summary

<b>Measures</b>	Big Five Personality Traits, including: <ol style="list-style-type: none"> <li>1. Conscientious vs. Carefree</li> <li>2. Likeable vs. Tough-Minded</li> <li>3. Un-Conventional vs. Rules Orientated</li> <li>4. Extroversion vs. Introverted</li> <li>5. Stability vs. Sensitivity</li> </ol> Plus Team & Good Impression (Faking) Scales
<b>Predicts</b>	Future workplace behaviours
<b>Questions</b>	45 questions, untimed assessment
<b>Time</b>	Approximately 6 minutes to complete

# Attitude Survey



## Useful

...is knowing if the candidate possesses any counter-productive attitudes towards workplace issues.

### The PeopleClues Attitude Survey Overview

The Attitude Survey assesses a candidate's attitudes toward work and work-related issues by measuring for counter-productive behaviours. This helps you to ensure that any candidates short listed for interview aren't going to give you cause for concern in terms of their cultural fit with your business.

The scales measured are:

1. Conscientious (Dependability)
2. Hostility (Aggression)
3. Integrity (Honesty)
4. Good Impression

### Test Summary

<b>Measures</b>	Counter-productive workplace behaviours and attitudes, including: <ol style="list-style-type: none"> <li>1. Hostility/Aggression</li> <li>2. Conscientiousness/Dependability</li> <li>3. Integrity/Honesty</li> <li>4. Good Impression (Faking scale)</li> </ol> Additional Scales Measured (optional) <ul style="list-style-type: none"> <li>• Substance Abuse</li> <li>• Sexual Harassment</li> <li>• Computer Misuse</li> </ul>
<b>Predicts</b>	If candidates present a risk in terms of likelihood to engage in counter-productive work behaviours
<b>Questions</b>	45+ questions, untimed test
<b>Time</b>	Approximately 6 minutes to complete

# Engagement Survey



## Priceless

...is knowing if the candidate is likely to be committed to your company and the job.

### The PeopleClues Engagement Survey Overview

The Engagement Survey measures the current level of commitment a candidate has towards their current job and employer.

#### Commitment To The Employer

Individuals who are highly engaged with their employer tend to be loyal to their employers and see their job as a source of pride and enjoyment. If you know a candidate has a low level of commitment with their current or most recent employer, how do you know if you can motivate them to work for your business?

#### Commitment To The Job

Individuals that are highly engaged with their job are typically inspired to go above and beyond their job description to help meet business goals. If a candidate indicated that they have a low level of commitment with their current or most recent job, the risk of hiring them is higher because you have to determine if they can be motivated to work in your current vacancy.

#### Test Summary

<b>Measures</b>	Commitment to the Job and Employer
<b>Predicts</b>	Current levels of engagement with their current or most recent job and employer.
<b>Questions</b>	30 Questions
<b>Time</b>	Approximately 10 minutes to complete (untimed survey)