



# Psychometric evaluation

A psychometric evaluation of skills and potential is recommended when a manager has to make a decision about the hiring, promotion or transfer of an employee, or even within the context of a succession planning, skills development or career management program. With this process, skills and competencies can be evaluated, as well as the suitability of the potential candidate for the proposed position.

The evaluation process takes approximately one day and consists of a management simulation (in-basket test), a complete battery of computerized psychometric tests that meet the highest validity and reliability requirements, and an in-depth interview lasting approximately two hours in which the different characteristics of the candidate's profile are explored and evaluated.

The different psychometric tests and the interview are used to evaluate various characteristics such as people skills, supervisory style, analytical skills, multitasking abilities, sense of priorities, adaptability, emotional stability, leadership style, drive, professional interests, etc.

Once an evaluation session has been completed, the psychologist analyzes the information collected throughout the evaluation process and incorporates it into a detailed written report that includes an analysis of the results, developmental recommendations, as well as a summary of the main characteristics evaluated. During a second meeting, the psychologist explains the results to the candidate and recommends areas for professional development.



What distinguishes Matte Consulting Group's organizational psychologists:

- **Their motivation to develop preferential relationships with clients.** This is to ensure a maximum understanding of their needs and culture.

- **Their skill in putting candidates at ease.** This promotes a climate of trust necessary for gathering information.

- **Their commitment to proposing areas for professional development.** The evaluation exercise therefore becomes a favored tool for growth.

### Our methodology

- 1** Communication with the client. Needs analysis, collection of information on the candidate and on the company culture.
- 2** Communication with the candidate. Explaining the exercise. Confirmation of an appointment.
- 3** Administering tests to the candidate. In-depth interview with the organizational psychologist.
- 4** Correction of tests and analysis of results in relation to the position and the company's needs.

- 5** Verbal communication of the results to the client. Exchanges with the client, answering any questions.
- 6** Writing and submission of the report to the client.
- 7** Meeting with the candidate. Communication of results. Exchanges. Presentation of areas for development.

