

Psychometric Assessments

**DELIVERING BEHAVIOURAL INSIGHTS
THAT CREATE BUSINESS IMPACT**

Self-awareness is a critical business skill. Those who have mastered it see benefits in their communication, relationships, and overall career satisfaction.

Yet, this skill is often regarded as a rare quality. While most (95%) believe they are self-aware, it is estimated that only 10-15% actually are.

So why are we telling you this?

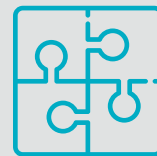
Because organisations that create a culture of self awareness see an increase in employee capability and ultimately performance.

How?

Put simply, when we understand how we – and others – perceive the world, we can collectively make better decisions.

Our team at Coretex Group are **highly experienced** in all levels of assessments **across various industries**.

PSYCHOMETRICS
AND 360 LEADERSHIP
ASSESSMENTS



SUPPORTING PROCESSES

Our assessments can be used to strengthen our existing offerings:

- » Team Workshops
- » Coaching
- » Targeted Development Plans
- » Bespoke Leadership Programs

THE CORETEX GROUP APPROACH TO PSYCHOMETRICS

①

We draw on our knowledge of your operating environment to understand the behavioural insights you need.

②

We tailor your needs using a range of validated assessments.

③

We conduct a detailed analysis of the assessments against key role, business and industry metrics.

④

We balance scientific-based recommendations with practical questions to create impact.

⑤

We bring a genuine interest in strengthening your internal capability.

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“At Coretex Group, we believe that human energy is one of the most powerful forces – when focused, it can achieve remarkable things.”

What is the value of psychometric assessments?

Psychometrics provide a common language that employees can use to explore their individual characteristics. This knowledge lays the foundation for improved performance in a variety of contexts. Whether it's employee selection, individual development, or team performance, these behavioural insights can be applied in myriad ways to create business impact.



SELECTION

Selecting the best person for the job need not be a game of chance. Psychometric assessments help bring objectivity to your decisions. They can determine a candidate's capabilities, preferences, and suitability for the role and organisation. These insights can be applied to develop targeted interview questions to best inform your selection decisions.



DEVELOPMENT

Your employees are the heartbeat of your organisation; their efforts sustain your mission. So how can you strengthen this? The answer lies in cultivating a learning mindset. The best learning cultures are underpinned by an emphasis on self-awareness and feedback. Be it strengths, blind spots, or areas for improvement, psychometrics provide an objective language through which to openly explore these characteristics.



TEAM BUILDING

Have you ever heard the phrase “The 8 best don't make the best 8”? Whether its personality differences, individual or collective blind spots, team dynamics have the potential to hinder performance. Psychometrics harness the power of collective knowledge to discover a team's unique formula to productively communicate and collaborate.

TALK TO OUR TEAM AT CORETEX GROUP ABOUT
STRENGTHENING YOUR USE OF ASSESSMENTS

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KEY TOOLS

Our team is experienced in interpreting and translating behavioural insights from a wide array of assessments (see below the full list of accredited tools). Depending on your needs, we can utilise your company's existing assessment tools as an input to our process.

CliftonStrengths®



CliftonStrengths measures your talents, that is – your natural patterns of thinking, feeling and behaving – and categorises them into the 34 CliftonStrengths themes. **Recommended Use: Individual and/or Team Profiling**



DiSC is a tool that outlines four main behavioural styles – Dominance, Influence, Steadiness and Conscientiousness. These styles help candidates identify their underlying tendencies and preferences, enabling effective interactions with others. **Recommended Use: Individual and/or Team Profiling**

Hogan offers a range of assessments that are designed to measure personality in various contexts. Hogan assessments can be used to identify personality characteristics, career derailment risks, core value drivers, cognitive styles, and decision-making ability. **Recommended Use: Individual and/or Team Profiling**



iWAM is a questionnaire designed to identify a person's motivational and attitudinal preferences. These insights can be used to predict job behaviour in the relevant professional context. **Recommended Use: Individual and/or Team Profiling**



MBTI is a widely known introspective self-report questionnaire that indicates different psychological preferences in how people perceive the world and make decisions. **Recommended Use: Individual Profiling**



Raven's Progressive Matrices is a leading global non-verbal measure of mental ability. This tool indicates a candidate's potential for success in professional, management, and high-level technical positions. **Recommended Use: Individual Profiling**



SHL offers a suit of psychometrics that are based on an occupational model of personality. This model describes 32 dimensions of people's preferred or typical style of behaving, thinking, and feeling at work. **Recommended Use: Individual Profiling**



Social Styles is a questionnaire that categorises people into one of four social styles – Analytical, Driving, Amiable, and Expressive. These styles provide insights into preferred ways of acting, thinking, and decision-making. **Recommended Use: Individual and/or Team Profiling**



The Leadership Circle integrates insights from two primary leadership domains – Creative Competencies and Reactive tendencies – to identify opportunities for leadership development. **Recommended Use: Individual Profiling**

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