
Selection & Assessment



where psychology means business

'To build a great company, you must get the right people on the bus!'

Jim Collins

Psychometric Overview

We use psychometric tools to accurately identify and select talented individuals and to optimise management development in your organisation.

Business has never been more competitive. And, more than ever, success depend on having the right people in the right jobs as well as making sure they are executing at the highest level.



Which Psychometrics Work Best?

Our range of world-leading assessments provide a powerful selection process to assist you in determining an applicant's suitability in terms of such areas as personality characteristics, motivation, IQ, cultural fit, emotional intelligence, values, management style and competencies. Our systematic approach is proven to deliver higher retention and engagement, as well as higher performance in the role.

Using our services and approach will ensure that your hiring managers will be more confident in their selection decisions, the candidate will have a positive experience and impression of your organisation which in turn will be increasing its capacity to reach its goals.

Why KinchLyons?

We are business psychologists who help organisations identify and select the best talent for the job and the organisation through the use of psychometric assessment.

Psychometrics & Recruitment Decisions

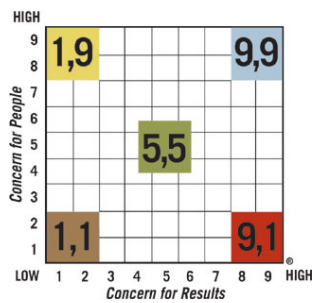
CEOs and senior leaders of all functions recognise the importance of good people as a differentiator in a world where commoditisation and globalisation have leveled other competitive advantages. The links between talented employees, working to the best of their ability, and business productivity are very well documented.

Psychometric testing is a proven and accurate way of identifying talent in the recruitment process.

Psychometrics & Development Centres

Many companies' attempts to develop their people flounder because they lack real insight into where individual strengths and gaps exist. Leaders themselves are often not convinced of the need for development yet optimising effectiveness across the organisation is crucial for success, especially in times like these.

Psychometric testing as part of a well designed Development Centre is a powerful method to unleash potential at all levels.



Right People

Talent Unleashed

High EQ Teams

Authentic Leaders

Culture of Trust

..... GREATNESS

www.kinchlyons.ie

NOTE: A vast array of psychometrics are available. Our business psychologists are here to help you decide which competencies are critical to measure and to advise on the best way to do it.

Contact us on +353 (1) 2788727

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