

# Collins McNicholas

## Recruitment & HR Services Group



# APTITUDE TESTING



### ABILITY ASSESSMENTS

Collins McNicholas specialise in aptitude testing for clients. Our team are certified in Level A (Ability) testing, a qualification that is accredited by the British Psychological Society (BPS).



### WHAT CAN WE DO

We analyse the assessment requirements by examining the job specification, talking with the hiring manager / team leads and gaining an extensive insight in to what the particular team do on a daily basis. The ability assessments can be administered on-site or remotely, paper-based or online. The assessments can be standard off-the-shelf validated tools or bespoke solutions tailored to each client's needs.



### WHEN TO USE ABILITY ASSESSMENTS

Ability assessments can be used for roles of all levels, ranging from operator and product builder roles right up to executive positions. They are often used when there is a high volume of applications for roles.

These types of assessments can be used to screen out candidates performing below an agreed benchmark or to rank all candidates according to their scores. Examples of ability assessments include:

- Verbal reasoning
- Numerical reasoning
- Logical reasoning
- Checking / Attention to detail
- Diagrammatical reasoning
- Spatial reasoning
- Mechanical reasoning

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## THE BENEFITS

- Assesses abilities not easily viewed at interview
- Achieves better candidate “fit”
- Provides a realistic preview of the role for the candidates, leading to self deselection
- Provides a fair and transparent process
- Analyses the strengths or potential weaknesses that a candidate has with a specific ability that is necessary for the role
- Ensures the process is reliable and standardised for all candidates



## EXAMPLE

**Campaign:** Clerical Officer campaign

**Industry:** Public Sector

**Assessments chosen:** Verbal reasoning, Numerical reasoning and Checking assessment

- The assessments were carried out on site by our team
- In all instances the team scored the results, ranked the candidates and gave the client the shortlist to progress the applicants to the next stage of their recruitment process
- This process was delivered in a short timeframe due to the urgent needs of the client

For further information please contact:



**Emma Woods**  
**HR Services Manager**

00 353 85 8868528  
[emma.woods@collinsmcnicholas.ie](mailto:emma.woods@collinsmcnicholas.ie)