



The Collins McNicholas HR Services Team carry out Personality Assessments as part of our client offering. Our team comprises of 3 Occupational Psychology Consultants accredited by the Psychology Society of Ireland and British Psychological Society, and they are all Level A (Ability) and Level B (Personality) Psychometric Assessment certified.

### Personality Assessments

A personality assessment is a scientific method of determining human personality characteristics.

They have become the norm in many recruitment processes and simply involve an individual answering questions related to their work behaviours and styles.

### Our Process

- 1 Candidate invited to **complete the assessment** within a specified timeframe
- 2 **Bespoke report** created based on responses
- 3 Share with client in agreed timeframe (**24-48 hours**)
- 4 HR Services Team **review confidential report** with client to **compare candidates**
- 5 **Feedback** relayed to candidate if requested when the process is finished

### How to get started

Arrange a meeting with our HR Services Team to discuss next steps!

We can have a call or visit you onsite to discuss the specific role duties and responsibilities and company culture.

We will work together to identify the most suitable candidates for your company.

### Collins McNicholas Personality Assessments

Collins McNicholas develop personality custom reports tailored to a specific role and culture of the organisation.

The confidential report includes a summary of the candidate's preferred behaviour style, their strengths and weaknesses in relation to the requirements of the given role, as well as cultural fit and suggested interview questions.

### Benefits of Personality Assessments with Collins McNicholas

- ✓ Tailored to the company
- ✓ Built around specific competencies
- ✓ Scientific approach to personality measurement
- ✓ Built-in answer validator
- ✓ Fully GDPR compliant in gathering data
- ✓ Quick turnaround
- ✓ Review report with hiring managers prior to the interview
- ✓ Constructive feedback for all candidates ensuring a positive candidate experience



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