



Licensed user of

**Thomas**

**Aptitude and Ability Testing** is designed to identify whether an individual is suitable for a job or task or is capable of being trained and developed for the job or task. The tests provide valuable information when recruiting and developing individuals. The tests measure the pure mental factors that are common to everyone. They are not intelligence tests. The tests include:

- Perceptual speed;
- Reasoning;
- Number speed and accuracy;
- Working memory and
- Spatial visualisation.

The individual completes the tests online or under the supervision of a qualified administrator.

The tests are an accurate and reliable predictor of a person's development potential, namely how quickly they can learn and retain new skills and procedures. The benefits of the testing are as follows:

- Objective and fair;
- Quick to administer, total testing time is one hour;
- Accurate and reliable predictor of ability;
- Completes the picture – ability levels work in tandem with personality profiles;
- Identifies fast track potential;
- Reduction in training and development costs by prior assessment;
- Assist in solving issues such as high labour turnover, high absenteeism, poor communication and more.

Feedback on the results of the tests is given to the manager of the individual within 2 days of the tests being administered. Feedback is then given directly to the individual via telephone at an agreed time with the manager. This takes up to 15 minutes.

To find out more about the tests, to discuss your needs and to obtain a quotation telephone Sue at **Complete People Management** on **0208 8168 726**.