

"What gets measured, gets managed"

Peter Drucker



Peter Drucker's famous quote is a useful reminder to recruiters and managers trying to select the right candidate for a role.

At Davidson Trahaire Corpsych (DTC), specialist organisational psychologists use psychometric testing and interpretation to help organisations measure intangibles they have difficulty managing. The company has launched a nationwide assessment service which supports recruiters and business managers to make mission critical decisions.

Senior organisational psychologist leading the assessment team, Kellie Heuston-Richardson, said, 'Testing confirms the correlation between personality dimensions and job performance. The presence of certain personality traits, for example conscientiousness, can directly contribute

to success in particular roles. By measuring these traits accurately, organisations can make informed decisions about their human capital.'

So how does it work? The candidate is given a password to access the online portal, completes the relevant assessment, then Heuston-Richardson and her team assess, interpret and report the results back to the customer. The candidate/employee sees it as a professional and efficient service, while DTC works behind the scenes to make the customer aware of the key information they need to make smart, human capital decisions.

DTC's Director of Business Development, Ian Manovel said feedback from customers was very positive, 'We are finding that the assessment service is of value to both

recruiters and Organisational Development managers who are striving to drive innovation and improved employee productivity through their organisations in these challenging economic conditions.'

The team of senior psychologists at DTC provide a diverse range of assessments which can be used to test multiple domains.

With 41 DTC offices around Australia and an established network of 450 associate offices covering every state and territory, the organisation has both national scale and local presence.

For further information visit:
www.davcorp.com.au or
call 1300 360 364

Davidson Trahaire Corpsych

