



Brochure

The new standard in online psychometric assessment

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Why Use Psychometrics?

Today, getting the right people into the right jobs and keeping them there is of paramount importance. Using psychometric tools as an integral part of your recruitment and development process provides you with a consistency and reliability that cannot be achieved with more traditional methods. As a result, their use has become widespread and they are now considered a keystone in the process of identifying the best candidates for an organisation. Psychometric tools enhance your recruitment and development processes in several vital areas:

Valid

Psychometric tests and questionnaires have proven to be some of the most important tools available when looking to improve recruitment and development processes. Research has time and again demonstrated that candidates who achieve the desired results in psychometric tests and questionnaires are more likely to be suitable for the role for which they have been assessed.

Fair

The validity of psychometric techniques means that they significantly enhance the objectivity and fair selection practices used in recruitment and development. This ensures that candidates are given the opportunity to convey their preferred working style and their motivation and can therefore be judged in a way that helps to avoid prejudice and the more dangerous “first impression” syndrome.

Reliable

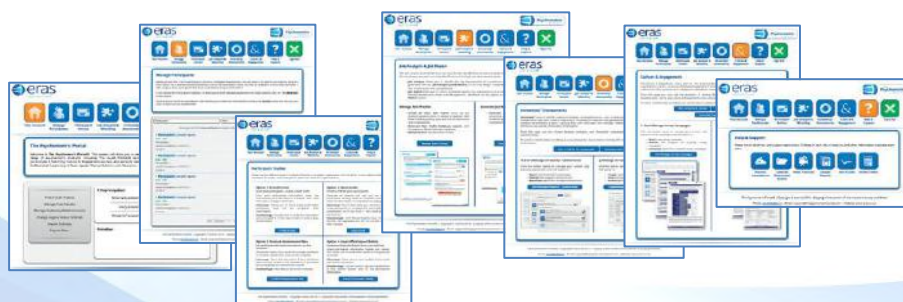
The accuracy, precision and consistency of information obtained from the use of psychometric assessments allows for reliable and fair comparisons to be made between the personalities and abilities of different individuals, even for those assessed at different locations or on different dates.

Time-saving

Psychometric tools can be used to assess multiple individuals at any one time and as such they require significantly less time to administer when compared with more traditional assessment techniques.

Cost-effective

The return on investment associated with the use of psychometric tools has been proven to be very high and can directly be attributed to the fact that if you get the right people in the right jobs, then their performance in those jobs will typically be better.



The Psychometric Portal®

The Psychometric Portal® is a gateway to personality assessment (**The Quest Profiler®**), 360° assessment (**threesixty°**), a full range of **aptitude tests**, **Culture & Engagement** surveys, **Job Analysis** and **Job Match** functions – all packaged in an easy-to-use and extremely competitively priced online system. The purchase of **The Psychometric Portal®** gives you access* to all the features below.

Whether you are an existing user or new to psychometric assessment, we believe you will find the relevance and quality of our tools hard to beat. As an organisation, we are committed to the ongoing evolution of psychometrics in assessment and development and are passionate in our commitment to both excellence and affordability.

The Psychometric Portal® is customisable - allowing you, at no additional cost, to theme the interface with your organisation's logo and colour scheme, integrating **The Psychometric Portal®** with your own brand.

*The organisation must have someone "Test User – Ability" (Level A) trained to access aptitude tests. All other assessments are available immediately. Contact us for details.

The Quest Profiler®

An extremely widely used personality questionnaire developed specifically for the world of work. The instrument can be used in both recruitment and development scenarios and is available in a wide range of languages. With such a versatile questionnaire, it is not hard to see why so many companies have switched to us.

threesixty°

A powerful and completely customisable 360° assessment tool, used to gather meaningful feedback about an individual's working behaviour from a wide range of people. This tool identifies the strengths and development needs of an individual, while also providing a comprehensive guide to suitable development interventions.

AptitudeTest

Increases the likelihood of selecting the best person for the job and provides an objective and standardised approach to reduce bias in the selection process. Helps filter out candidates early in the recruitment process, therefore reducing costs. Can also be used to identify strengths and development needs for current employees.

Culture Engagement

It is not until you have identified your organisation's strengths and development needs that you can create an effective solution that will form a solid foundation for the future. **Culture & Engagement** provides you with the foundation stone for change in your organisation and is a real catalyst for benchmarking and improving performance.

Job | Analysis

Allows you to identify the key requirements of a role. These can be identified by completing our **Job Analysis** questionnaire, which picks the most important scales for you, or by choosing your own mix to create a bespoke **Ideal Role Profile**.

Job | Match Comparison Matrix

Job | Match Interview Guide

After creating your **Ideal Role Profile**, compare a candidate's personality results from **The Quest Profiler®** using our **Job Match Comparison Matrix** or create a set of interview questions using our **Job Match Interview Guide**. Both allow you to better identify and select applicants during the recruitment process.

The Quest Profiler® Individual Development

This report is designed for both individual development and team facilitation, using a simple 3-point scale. It is available in two options - with the 'Big Five' areas of personality being identified as either letters or in a more lighthearted version represented by animals.

The Quest Profiler® Team Report

LATEST INNOVATION: Team Report - This report allows you to combine participants who have taken **The Quest Profiler®** questionnaire into one report. It can be used for team building, identifying potential areas of conflict, strengths, development needs and gaps in preferences and competencies that may need to be addressed.

Certified Training in the British Psychological Society's Qualifications in Test Use

Occupational Test User - Ability (formerly Level A)

This two-day course gives you a thorough grounding in the use of psychometric assessment in the workplace. The course conforms to the highest professional standards, is extremely practical and grounded in real-life applications. There are no gruelling 'end-of-course tests' and although, of professional necessity, some understanding of simple statistics is required, this is kept at a pragmatic and enjoyable level. *If required, this course enables the delegate eligibility onto the British Psychological Society's Register of Qualification in Test Use or RQTU (Ability).*

The course includes:

- An introduction to psychometric assessment
- What to look for when choosing a test or questionnaire
- Administering and feeding back actual test results
- How to spot the best potential employees in selection
- Guidance on the ethical use of tests and questionnaires in the workplace
- Discovering how psychometrics provide significant return on investment

Occupational Test User - Personality (formerly Level B)

Please note: Whilst it is not a compulsory requirement to use only **The Quest Profiler®**, we do recommend **eras ltd** psychometric training as it enables you, more generally, to make the most of personality tools in both selection and development contexts. This two-day course covers the application, interpretation and feedback of personality questionnaires, with particular emphasis on **The Quest Profiler®**. The course goes on to explain how this information can be integrated into a full assessment centre, with vivid and realistic case studies. *If required, this course enables the delegate eligibility onto the British Psychological Society's Register of Qualification in Test Use RQTU (Personality).*

The course includes:

- Why we have the personalities we do
- Advantages of personality assessment in selection, development, team-building and succession planning
- Real-life case-studies, which have been highly praised by former delegates
- Linking personality to competencies
- More sophisticated interpretation of computer-generated personality reports

Open Programmes

All our Psychometric Training courses are now delivered through video conferencing (Microsoft Teams). Dates are detailed below, but please contact us for further information or alternative options.

Occupational Test User – Ability

- Monday 14th – Tuesday 15th July 2025
- Monday 15th – Tuesday 16th September 2025
- Monday 6th – Tuesday 7th October 2025
- Monday 10th – Tuesday 11th November 2025
- Monday 1st – Tuesday 2nd December 2025

Occupational Test User – Personality

- Wednesday 16th – Thursday 17th July 2025
- Wednesday 17th – Thursday 18th September 2025
- Wednesday 8th – Thursday 9th October 2025
- Wednesday 12th – Thursday 13th November 2025
- Wednesday 3rd – Thursday 4th December 2025

Open Programmes: **£995 + VAT** (and expenses, if applicable) per person per course

Ability or Personality courses:

- Up to 5 delegates: **£4,500 + VAT** (and expenses*)
- 6 - 8 delegates: **£5,750 + VAT** (and expenses*)

Ability and Personality courses:

- Up to 5 delegates: **£8,990 + VAT** (and expenses*)
- 6 - 8 delegates: **£11,250 + VAT** (and expenses*)

For over 8 delegates, please call us for more information

* where applicable

Personality Profiling

Whether you are looking to complement your existing psychometric portfolio or introduce profiling to your organisation for the first time, you will find that our cost-effective pricing (no licence fees or lock-in contract), together with great customer service is hard to beat.

This has helped make **The Quest Profiler®** one of the fastest-growing personality questionnaires available, used for both selection and development by some of the biggest companies in the world. Many organisations still rely on interviews to assess behavioural characteristics but all too often this is done in a less than standardised and objective manner. Additionally, whilst the interview process can be a satisfactory vehicle for measuring competencies such as oral communication skills, it is less reliable when it comes to predicting many other important factors of behaviour.

The process of sending out an initial invitation to candidates, through to producing their personality report using **The Psychometric Portal®** is surprisingly easy. It facilitates ease of use in both selection and development situations, either with individual participants or larger groups.



Invite participants to complete
The Quest Profiler®

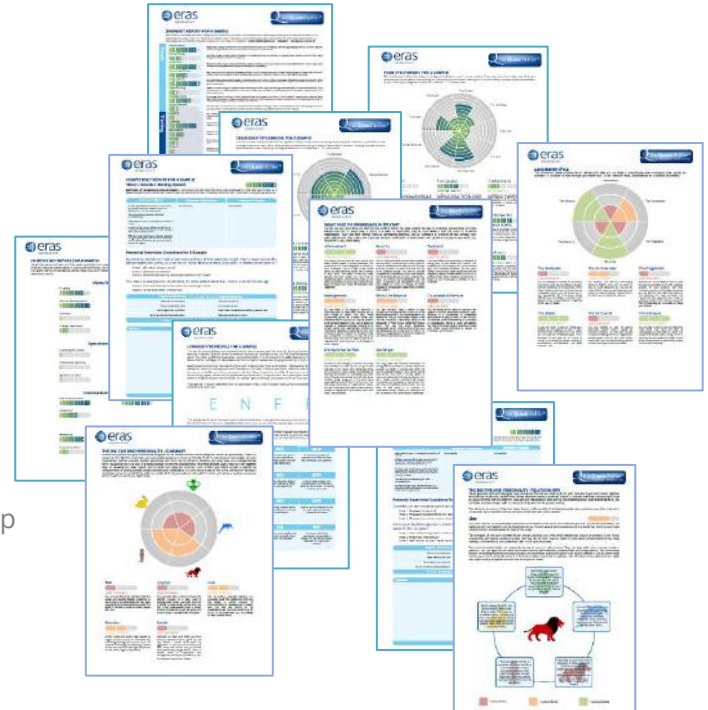
Produce Quest profiles for Selection & Recruitment or as Individual Development reports (either standard, full or premium)

The Quest Profiler® can be completed in a wide range of languages:



The Quest Profiler®, measures a wide variety of personality traits, styles, and competencies and provides a broad range of useful information and guidance to users:

- 24 Behavioural Preferences
- Leadership Styles/Team Styles
- Culture Match Indicators
- 20 Competencies
- Competency Based Interview Questions and Behavioural Matrices
- Customisable Development Outcomes
- Sales Report
- Conflict Styles
- Jungian Type Profile
- Emotional Behaviours
- Transformational and Transactional Leadership
- Your Working Style in a Team
- What sort of workplace suits you?
- The Big Five
- Career Steps



The Quest Profiler® personality reports can be generated for either **Selection & Recruitment** or as an **Individual Development** report (both available in standard, full or premium options). Also available are the **Job Analysis** tools, which include a **Job Match Comparison Matrix** and **Interview Guide** – both matched against an Ideal Role Profile.

The report options offer escalating levels of content, with the price of a report depending on how many credits have been purchased in advance.

For a more detailed look at **Job Analysis** please see pages 12-14.



The Quest Profiler® - Selection & Recruitment

This version is recommended to be used in selection, restructure and senior level development interventions. The results are based on 1-10 sten scores allowing for the clear identification of even the smallest of preferences.

Option 1 Standard Report

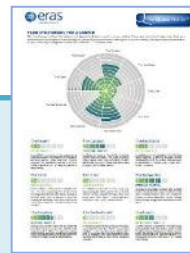
(40 credits)



Behaviour Report



Leadership Style



Team Report



Candidate Report

Option 2 Full Report

Includes everything
from Option 1, plus:

(60 credits)



Preferred Culture



Competency Report



Interview Report



Sales Report

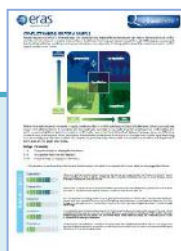
Option 3 Premium Report

Includes everything from
Option 1 and 2, plus:

(80 credits)



Leadership Report



Conflict Report



Jungian Type Profile



Emotional Intelligence



Development
Interventions

The Quest Profiler® - Selection & Recruitment Pricing:

The prices for each option vary due to the attractive range of volume related discounts offered by **eras ltd.**

See page 23 for more details.

The Quest Profiler® - Individual Development

This report is designed for both individual development and team facilitation, using a simple 3-point scale. It is available in two options - with the 'Big Five' areas of personality being identified as either letters or in a more lighthearted version represented by animals.

Option 1 Standard Report

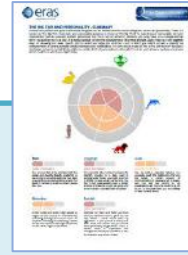
(40 credits)



Leadership Style



Working Style in a Team



The Big Five
Summary



The Big Five
Relationships



Career Steps

Option 2 Full Report

Includes everything from Option 1, plus:

(60 credits)



Sales Report



What sort of
workplace suits you?



Competencies

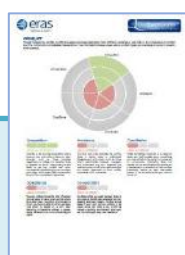
Option 3 Premium Report

Includes everything from
Option 1 and 2, plus:

(80 credits)



Transactional or
Transformational



Conflict Report



Emotional
Behaviours



Jungian Types



Development
Interventions

The Quest Profiler® - Individual Development Pricing:

The prices for each option vary due to the attractive range of volume related discounts offered by **eras ltd.**

See page 23 for more details.

The Quest Profiler® - Team Report

This report allows you to combine participants who have taken **The Quest Profiler®** questionnaire into one report. It can be used for team building, identifying potential areas of conflict, strengths, development needs and gaps in preferences and competencies that may need to be addressed. If you are looking to facilitate a team building session, why not ask us about our 'Big Five' animal mugs to help reinforce behavioural preferences – see page 16.

In all cases the number of participants does not impact the cost.

Option 1 Standard Report

(115 credits)



Executive
Summary



The Big Five
Summary



The Big Five
Relationships



Team Styles



Leadership
Styles

Option 2 Full Report

Includes everything from Option 1, plus:

(175 credits)



Culture Match



Competencies

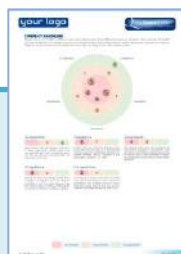


Sales Report

Option 3 Premium Report

Includes everything from
Option 1 and 2, plus:

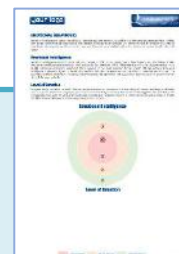
(235 credits)



Conflict Handling



Jungian Types



Emotional
Behaviours



Transactional or
Transformational

The Quest Profiler® - Team Report Pricing:

The prices for each option vary due to the attractive range of volume related discounts offered by **eras Ltd.**

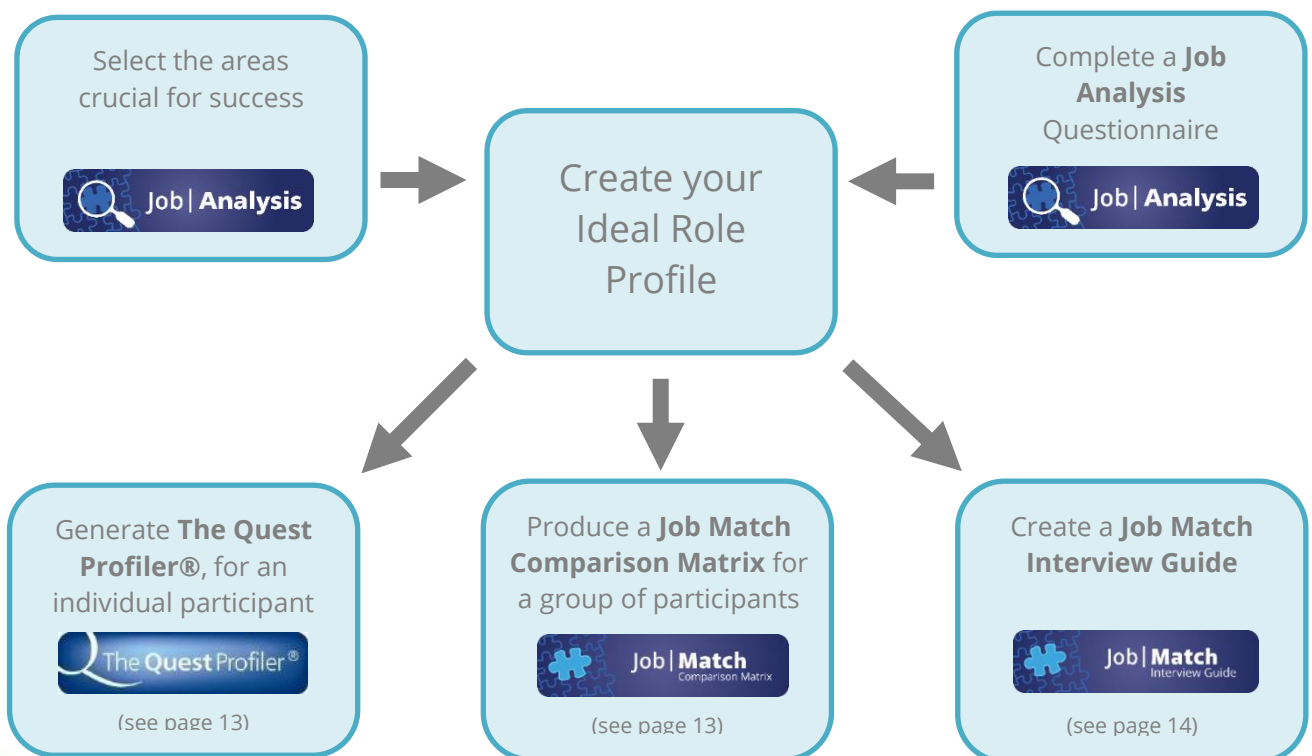
See page 23 for more details.

Job Analysis

Our Job Analysis tools allow you to identify the key requirements of a particular role by generating an **Ideal Role Profile**. The crucial scales necessary for performance in a role can be automatically identified with our **Job Analysis** questionnaire, or you may design a bespoke **Ideal Role Profile** by picking your own mix of scales.

Benefits

- Identify the behaviours, competencies, team roles, conflict styles and many other areas that are important (or should be expressly avoided) within a role and use these to compare participants either individually using **The Quest Profiler®**, or as a group using a **Job Match Comparison Matrix**.
- Produce an **Interview Guide** which has generated the perfect interview questions around all the areas chosen in your **Ideal Role Profile**.



Job Analysis pricing:

Creating an **Ideal Role Profile** using our **Job Analysis** questionnaire costs 50 credits or is completely free if you decide to pick your own selection of scales manually.

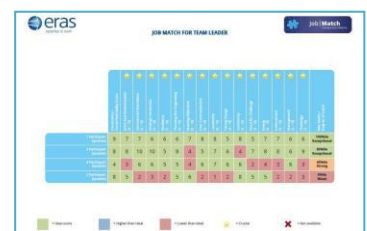
See page 23 for more details.

Job Match Comparison Matrix

Our **Job Match** tools are ideal for candidate sifting during the recruitment process, identifying areas to probe at interview and determining training and development needs. By matching candidates against the key requirements of an **Ideal Role Profile**, it is easy to see which candidates measure up the most closely and what development needs there may be. **Job Match** can be applied to both **The Quest Profiler®**, and the **Job Match Comparison Matrix** reports.

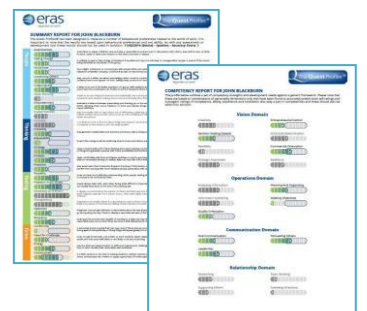
Job Match Comparison Matrix

When matching multiple participants, the **Job Match Comparison Matrix** report allows you to compare their scales against your chosen **Ideal Role Profile**. It also provides an extremely useful overall match score, allowing you to better sift and select applicants and identify training and development needs. This ranking of participants is ideal for candidate sifting and identifying strengths and areas which need further work.



The Quest Profiler®

When matching individual participants, **The Quest Profiler®** reports can be compared to an **Ideal Role Profile** of your choosing, linking personality to a specific job. All scales which have been identified as “crucial” or “important” are highlighted in the report.



Job Match pricing:

Matching participants in a **Job Match Comparison Matrix** costs 15 credits per participant.
See page 23 for more details.

Job Match Interview Guide

Generate a detailed set of ideally-suited interview questions around all the areas relevant to the job, as well as seeing at a glance whether a candidate is appropriate or inappropriate on a requirement-by-requirement basis. The guide focuses interviewing on the exact qualities needed for the role.

The **Job Match Interview Guide** not only knows how much (or how little) an individual matches the job requirements but precisely the right questions to ask.



Create an **Ideal Role Profile**

Competency	Importance	Change	Score Range
Teamwork	High	High	100%
Communication	High	High	100%
Drive and Determination	High	High	100%
Problem Solving	High	High	100%
Customer Focus	High	High	100%
Self-Motivation	High	High	100%
Resilience	High	High	100%

Generate **Job Match Interview Guide**

JOB MATCH INTERVIEW GUIDE FOR JOHN MERRICK
Portal Test : Happiness
Definition of role per participant - being happy in their work
Potential Interview Questions for John Merrick
How happy do you feel working for the organisation?
Probe 1: Is there anything that could improve that?
Probe 2: How do you keep cheerful when faced with problems?

Interview Guide pricing:

Generating a **Job Match Interview Guide** costs 25 credits on top of the **Job Match** itself (15 credits). In other words, 40 credits in total.

See page 23 for more details.

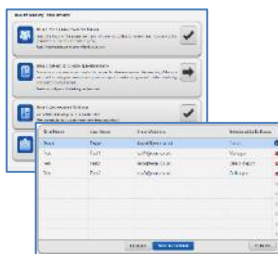
threesixty° Assessment

threesixty° looks at specific aspects of people's working behaviour, such as their people management, team working or interpersonal style, with a view to helping them to understand how others are perceiving them and so work on any development needs identified. It is based on objective data gathered from people who are well positioned to observe the individual at work - typically their own staff, peers and manager. Feedback, whilst completely anonymous, is therefore very specific, meaningful and powerful.

Benefits

- Select from a bank of questionnaires and 40 pre-designed competencies; or create your own!
- All aspects of **threesixty°** are fully customisable including the suggested development interventions
- No cap on numbers of reviewers, neither does it influence cost
- You can delegate the task of identifying participants
- Sophisticated development narrative - our **threesixty°** tool identifies solutions as well as issues
- No hidden costs - you only pay for the output reports
- Built in benchmarking against other people

Client



Design new **threesixty°** assessment

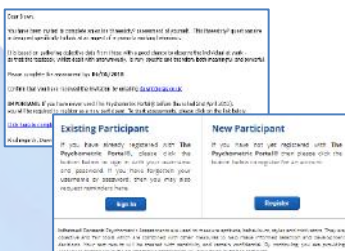


Review and invite participants



Generate reports

Participant



Receive **threesixty°** invitation and register



Complete assessments



Receive feedback

The questionnaires used by **threesixty°** are completely customisable and can be created in several ways:

- Add your own sets of competencies and behaviours
- Select from a bank of 40 tried and tested competencies, designed by our Chartered Psychologists
- Choose from one of our questionnaires, pre-designed for a wide range of roles
- Any combination of the above
- Create your own development interventions

In addition to completely customisable questionnaires and competencies, **threesixty°** allows you to define bespoke relationships between the focus of an assessment and their reviewers.

Strengths and potential development needs can easily be identified for any competency using a range of easily understood summary charts, shown below.



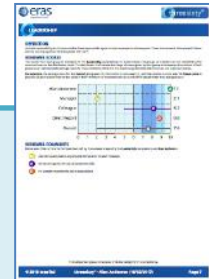
Assessment Details



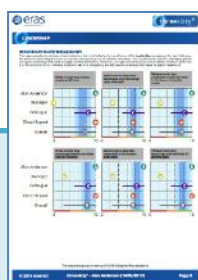
Overall Summary



Relationship Summary



Competency Summary



Behaviour Summary



Development Interventions



Competency Scores Summary



Importance Scores Summary



Action Planner

threesixty° pricing:

You are only charged to produce the output report, which costs 95 credits, depending on the number of credits purchased in advance. There are no extra charges for creating custom questionnaires, competencies and relationships or the number of participants invited to complete the assessment.

See page 23 for more details.

Masterclasses:

threesixty° Assessment

This masterclass will enable you to understand and use with confidence, **threesixty°** feedback, either on a one-off basis or as part of a wider programme in your organisation and follow best practice in helping individuals or groups to develop themselves.

The key topics will include:

- How the **threesixty°** questionnaire works and what it all means
- How to select participants
- Creating a **threesixty°** assessment on **The Psychometric Portal®**
- Best practice
- Integrating **The Quest Profiler®**
- Feedback and coaching skills – especially when it's 'bad news'
- Structure of feedback session
- Plenty of practice in feeding back the content
- Preparing for feedback - what to look out for
- Development planning and wider implications

Friday 18th Jul 2025

(9.00am – 1.00pm)

Friday 19th Sept 2025

(9.00am – 1.00pm)

Friday 14th Nov 2025

(9.00am – 1.00pm)

Open Programmes: **£350 + VAT** (and expenses, if applicable) per person per course

Up to 5 delegates (half-day): **£1,500 + VAT** (and expenses, if applicable)

For larger groups, over 5 delegates, please call us for more information

Team Facilitation Workshop

This workshop, carried out over a half-day will use output from a personality questionnaire as well as discussions and exercises facilitated by a consultant. Using the personality instrument, **The Quest Profiler®** (completed online prior to the workshop), team members will get to know more about the way they prefer to work and crucially also how their colleagues do. It can be demonstrated through an examination of personality expressed through five broad areas (engaging and brought to life using illustrative colours and animals), as well as team roles, leadership styles and approaches to conflict and its resolution, that not everyone works the same way but that an appreciation of individual differences can make working to a common goal more effective.

Target Audience: The session is aimed at getting new teams to understand each other's preferred style of working or to help reduce tensions and conflicts within existing teams. The session also works extremely well for professionals who rarely get to together other than for management meetings.

If you are running a team building session, ask us about our 'Big Five' animal mugs, to help reinforce behavioural preferences.



£1,500 + VAT (half-day) - up to 10 delegates (plus expenses, if applicable)

For over 10 delegates, please call us for more information

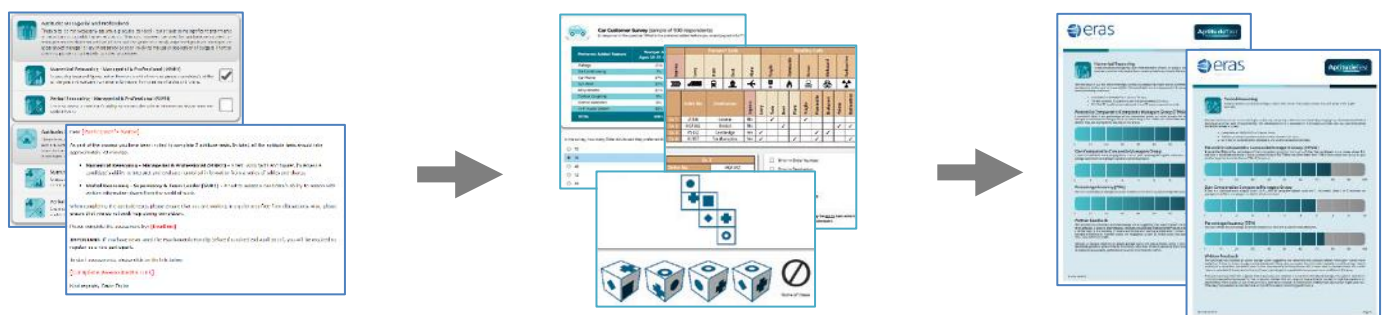
Aptitude Testing

Aptitude testing is widely acknowledged to be one of the most successful methods of predicting an individual's ability to cope with the intellectual challenges within a role and is therefore useful as a predictor of both performance and potential. Our aptitude tests help to avoid selecting a candidate that is not able to do the job in an objective and standardised manner, reducing bias in the selection process. These tests filter out candidates earlier in the recruitment process, reducing costs and can be used to identify strengths and development needs for current employees.

Benefits

- Increases the likelihood of selecting the most able person for the role
- The objective and standardised approach reduces bias in the selection process
- Costs are reduced, as they can help filter out less able candidates at an earlier stage
- Can be used to identify strengths and development needs for current employees
- Validate** facility: If you have a concern about cheating, you can ask participants to re-sit a shorter version of the test when attending interview.
- Free** benchmarking, if sample is greater than 80

We offer a wide range of **aptitude tests**, suitable for a broad range of recruitment and development needs, with tests costing 13 credits to administer. The following pages contain examples of the **aptitude tests** available.



Invite participants to complete aptitude tests

For candidates who complete the tests remotely, the **Validate** test can also be used at interview stage

Produce aptitude test reports (including **Validate** results if completed)

Candidate	Firstname	email address	Date of Birth	Gender	Ethnicity	Company Name	Job Title	Sector	Highest Qualification	Experience Level	Batch reference	MNIE (Item)	MNIE (T Score)	MNIE (Percentile)	MNIE (Correct Items)	MNIE (Items)	MNIE (Accuracy)	MNIE (Item)	MNIE (T Score)	MNIE (Percentile)	MNIE (Correct Items)	MNIE (Items)	MNIE (Accuracy)
Candidate 1	test	test@eras.co.uk	05/05/1968	Female	White - British	eras ltd	Production Manager	Retail	Diploma	Managerial	TEST1234	7	58	79	21	28	75	6	53	62	35	52	67
Candidate 2	test	test@eras.co.uk	03/06/1959	Male	White - British	eras ltd	Resourcing Specialist	Service	A-Level/BTEC	Professional	TEST1234	9	66	95	26	30	87	3	39	14	24	46	26
Candidate 3	test	test@eras.co.uk	15/12/1978	Male	White - British	eras ltd	Finance Director	Engineering	GCSE	Director	TEST1234	5	47	38	14	18	78	8	63	90	43	52	83
Candidate 4	test	test@eras.co.uk	19/08/1961	Female	White - Irish	eras ltd	Operations Director	Retail	Diploma	Director	TEST1234	7	55	69	19	25	76	7	58	79	39	52	75
Candidate 5	test	test@eras.co.uk	19/05/1977	Female	Asian	eras ltd	HR Manager	Service	HR	Managerial	TEST1234	3	35	7	6	10	60	4	40	16	25	38	66

Alternatively, download all results into an Excel spreadsheet to allow further analysis.



Managerial & Professional Series: These tests are not necessarily applied only to those with graduate qualifications but in choosing this level of test there would have to be evidence of significant attainment in secondary or higher education. They are suitable for graduate level recruitment right through to the assessment of experienced and more senior managers, those typically having to deal with more complex policies and procedures. They can also be used for management development purposes at all these levels.

Numerical Reasoning

A test using facts and figures, taken from the world of work, to assess a candidate's ability to interpret and evaluate numerical information from a series of tables and charts.



Verbal Reasoning

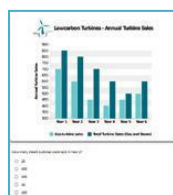
A test to assess a candidate's ability to reason with written information drawn from the world of work.



Supervisory & Team Leader Series: These tests assess the aptitude of candidates for supervisory and team leader positions and are suitable for both selection and development purposes. They best suit the grade of supervisor, team leader or any position involving the use or application of budgets, policies or moderately complex procedures within an operational setting.

Numerical Reasoning

A test using facts and figures, taken from the world of work, to assess a candidate's ability to interpret and evaluate numerical information from a series of tables and charts.



Verbal Reasoning

A test to assess a candidate's ability to reason with written information drawn from the world of work.



Clerical & Admin Series: These tests assess the aptitude of candidates for clerical, administrative or support roles. They can be used across a wide range of functions including customer advisors, call centre staff, secretarial and data entry roles.

Word Usage

A test to assess a candidate's ability to select pairs of words which fit into a given sentence. They may involve the use of grammar, meaning or spelling.



The site is located about three metres north of the river.

☐ none of these
☐ rising/fallen
☐ rising/risen
☐ rising/fall
☐ rising/fall

Computation

A test to assess a candidate's ability to make quick but accurate calculations.



$6 + 5 + 4 = ?$

☐ 15
☐ 16
☐ 17
☐ 18
☐ 19

Proof Checking

A test to assess a candidate's ability to compare lines of text and check that the original text has been copied over correctly.



Original text: The company is a leading provider of services to its customers. It has a long history of excellence and is committed to providing the highest quality of service to its customers. The company is a leading provider of services to its customers. It has a long history of excellence and is committed to providing the highest quality of service to its customers.

Copy text: The company is a leading provider of services to its customers. It has a long history of excellence and is committed to providing the highest quality of service to its customers. The company is a leading provider of services to its customers. It has a long history of excellence and is committed to providing the highest quality of service to its customers.

☐ None
☐ Line 1
☐ Line 2
☐ Line 3
☐ Line 4

Cross Checking

A test to assess a candidate's ability to compare the accuracy of two types of documentation that might be used in a warehouse or dispatch office.

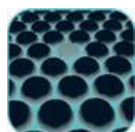


Item	Quantity	Unit Price	Total Price
Item 1	10	£1.50	£15.00
Item 2	5	£2.00	£10.00
Item 3	3	£3.00	£9.00
Item 4	2	£4.00	£8.00
Item 5	1	£5.00	£5.00
Total	21		£47.00

Check the total price against the invoice total.

☐ None of these
☐ £47.00
☐ £48.00
☐ £49.00
☐ £50.00

Operative Series: These tests assess the ability to reason with basic information and the visual representation characteristic of the work of a range of shop floor staff. No assumptions are made about the educational standards, although those with tangible attainments in secondary education are potentially likely to do better. These tests are appropriate for assessing unskilled, semi-skilled and skilled operatives in a range of industries including manufacturing, production, warehousing and logistics and could potentially be used to select for the grade of first line supervisor – but not for higher positions where other tests are likely to be more suitable.



Following Instructions

A test to assess a candidate's ability to follow a set of written instructions.



Using Numbers

A test to assess a candidate's ability to answer questions about stock levels of components and their usage.

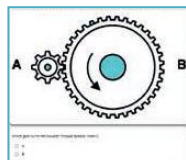


Part	Number at start of shift	Usage per shift	Number at end of shift
	120	45	?

☐ A
☐ B
☐ C
☐ D

Mechanical Understanding

A test to assess a candidate's ability to reason with and apply their mechanical knowledge.

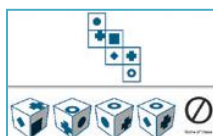


Specialist Series: These tests assess the ability to reason with symbols, not involving written text or numbers. This ability is appropriate for specialist IT positions which involve extensive manipulation of information coded in symbols, particularly where coding is integral to the role. Specialist engineering (across all disciplines) and architectural roles rely extensively on this ability where symbolic or coded representation is commonplace such as electric and chemical engineering.



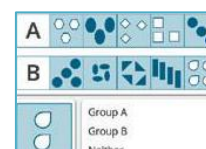
Spatial Awareness

A test to assess a candidate's ability to perceive three-dimensional objects based on two-dimensional plans.



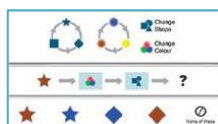
Inductive Reasoning

A test to assess a candidate's ability to work out rules based on different patterns and shapes – critical when problem solving is important.



Deductive Reasoning

A test to assess a candidate's ability to deduce the next steps in a symbolic sequence.



Aptitude Test pricing:

To administrate, score and produce **aptitude test** reports costs 15 credits per candidate per test. **Validate** reports can be included in an **aptitude test** report for only 5 credits.

See page 23 for more details.

Culture & Engagement

The culture, values and level of employee engagement within an organisation are widely acknowledged as having key influences on its performance and effectiveness. These influences can be both positive and negative, and may impact on both harder, quantitative aspects of organisational performance (e.g. productivity, profitability) and softer, qualitative aspects (e.g. staff morale, motivation and team work).

It has also been suggested that the most effective business leaders are those who pay attention not only to what a company does in terms of its operations but also to how it does it. Additionally, the effect of an organisation's culture, values and engagement often extends beyond those who work directly for it, e.g. it can also affect customers, suppliers and prospective recruits.

An organisation's culture, values and engagement will therefore have a crucial impact on the way it operates. It influences what behaviours are rewarded, how people work together and how decisions are made. Managers need to have access to accurate, reliable and comprehensive information about their organisation's perceived culture and values and to act promptly, yet sensitively, to deal with the implications that follow.



Respondents complete your online **Culture & Engagement** questionnaire

Generate reports containing your results, comparison data and development feedback

Respondents complete a paper-based **Culture & Engagement** questionnaire

Benefits

- Provides a structured framework for understanding, interpreting and managing corporate culture, values and engagement
- Customisable, at no extra cost – you can choose the number of statements per scale, and which sections to include in the questionnaire and report
- Let's you identify which factors your employees value most and relate to your organisation's success
- Allows you to benchmark your results against other organisations of your size, geographic region and business sector
- Establishes a platform for decision making and future action planning

Applications of Culture & Engagement

- Guiding the development and/or implementation of corporate strategy and change
- Evaluating the effectiveness of specific strategic initiatives
- Highlighting differences (and potential conflicts) between different groups of staff (e.g. managers and direct reports, different functions, geographically dispersed units)
- Assessing the potential and actual impact of mergers and acquisitions
- Clarifying the context for personnel decision making and action planning (e.g. increasing attraction, clarifying selection, enhancing training, reducing staff turnover, managing redundancy)
- Identifying and reporting on the most valued factors and those related to success

Areas Measured by Culture & Engagement

Organisational Culture

Clarity of Vision

The awareness of the aims and objectives of the organisation and how it means to reach them.

Motivation

The enthusiasm for working at the organisation and willingness to contribute to its success.

Learning from Mistakes

The ability for an organisation to learn from its mistakes and take steps to avoid repeating them.

Brand

This section shows how your employees understand what it means to work for your organisation and actively promote its ideals.

Organisational Wellbeing

The extent to which people feel the organisation has a helpful and effective policy on wellbeing and supports its employees in this respect.

Employee Engagement

How engaging the organisation is to work for as a whole in the opinion of its employees, together with their views on how it treats others.

People Values

Integrity

The emphasis on colleagues being honest, open, trusting and fair with each other.

Team Work

The encouragement within an organisation for people to co-operate and work together.

Customer Focus

The importance placed on customers and their needs by an organisation.

Diversity

The recognition and respect for individuality and diversity within an organisation.

Staff Development

The emphasis on training staff and encouraging them to learn new skills.

Personal Wellbeing

The degree of wellbeing experienced by the people who work for the organisation and how much they minimise their levels of stress.

Personal Engagement

How engaged people feel working for the organisation and how much they are inspired by doing so.

Task Values

Quality

The maintenance of high work standards, eliminating faults and improvement of procedures.

Innovation

The encouragement of new ideas and approaches, original thinking and creativity.

Business Focus

The weight an organisation places on performance, profit, commercial success and growth.

Autonomy

The freedom of colleagues to work in their own way, take the initiative and implement their ideas.

Performance

This section shows how much your employees feel that they get regular feedback on their performance and understand how their role contributes to success.

It is not until you have identified your organisation's strengths and development needs that you can create an effective solution that will form a solid foundation for the future.

Culture & Engagement provides you with the foundation stone for change in your organisation and is a real catalyst for improving business performance. It is customisable, at no extra cost and allows you to benchmark your results against other organisations based on their size, geographic region and business sector.

Culture & Engagement pricing:

Conducting a **Culture & Engagement** survey costs 2 credits per respondent. Generating the report containing survey results, comparison data and development feedback costs 440 credits.

See page 23 for more details.

Purchasing The Psychometric Portal®

Set-up fee (includes 400 free credits), online guides and system tutorials

£850.00

Credits (minimum order 200 credits)

Up to 999	1000 -1999	2000 – 3999	4000 – 7999	8000 – 11999	Over 12000
£1.00 per credit	£0.95 per credit (5% discount)	£0.90 per credit (10% discount)	£0.80 per credit (20% discount)	£0.75 per credit (25% discount)	£0.70 per credit (30% discount)

Please note: all prices exclude VAT, which is charged at the standard rate.

Reports are generated through a pre-pay system of credits - each time that a report is produced the appropriate number of credits is deducted from your balance. There is no additional fee to reproduce a report.

The Quest Profiler®

- Recruitment & Selection **or** Individual Development report – STANDARD **40 credits**
- Recruitment & Selection **or** Individual Development report – FULL **60 credits**
- Recruitment & Selection **or** Individual Development report – PREMIUM **80 credits**
- Team Quest report – STANDARD **115 credits**
- Team Quest report – FULL **175 credits**
- Team Quest report – PREMIUM **235 credits**
- Job Match (per participant) **15 credits**
- Job Match Interview Guide **25 credits**
- Job Analysis Questionnaire **50 credits**

Aptitude Tests

- Test **15 credits**
- Validate **5 credits**

threesixty°

- Report (includes an unlimited number of reviewers) **105 credits**

Culture & Engagement

- Report **440 credits**
- Responses (per participant) **2 credits**

Bureau Service

For very occasional users our bureau service allows you to use **The Psychometric Portal®** on an ad hoc basis, as an alternative to purchasing the full system. While the costs of reports are higher, it does allow organisations that use psychometrics very rarely to have access to their benefits. Please contact us for more details.

eras ltd ensures the privacy and security of all data in transit and is a “Data Processor” processing personal data in compliance with Articles 28 and 29 of GDPR 2016/679.



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