

Select Assessment for Professionals

Effective Evaluation of Professional Level Talent

Why use Assessments when selecting your professionals? Your intellectual capital - the employees working within your company - are critical to the success of your organisation. Ensuring that the right person with the necessary set of knowledge, skills and abilities is hired into your company is a common struggle for every organisation.

Select Assessment for Professionals assesses key competency areas and cognitive/critical thinking skills that are highly correlated with job performance for employees across a wide range of professional positions. Using this assessment, you can confidently select or develop professional level employees.

Professional Assessment Overview

Select Assessment for Professionals is a comprehensive web-based screening tool that is relevant across all industries. It measures key cognitive abilities and personality traits that predict success in individual contributor roles such as accountants, IT professionals, project managers, marketing professionals, engineers, and many other positions.

Russell Consulting International's professional-level assessment is highly interactive, comprehensive and fair. This leaves your candidates with a positive impression of the process and your company.

Select Assessments have a user-friendly design that features on-screen instructions which guide the candidate throughout the assessment process. Because the assessments are web-delivered, candidates can complete the assessment remotely from home or at your location depending on your hiring process. Many companies who have chosen to assess candidates remotely save time and money by not flying in candidates for interviews who may not be the best choice for the position.

The Select Assessment for Professionals also evaluates a candidate's Emotional Intelligence. Measuring Emotional Intelligence will give a hiring manager insight into the candidate's ability to:

- Maintain a positive attitude
- Effectively control their emotions

- Make decisions based on a balanced consideration of the objective facts with an understanding of the potential impact on others

Competencies Measured

This comprehensive assessment measures numerous competencies. Among those skills measured are:

- *Applied Problem Solving* – Effectively resolving issues that involve people, things and processes by using logic and common sense.
- *Conscientiousness* – Setting high standards for one's own work rather than solely following those that are expected.
- *Planning and Organising* – Planning projects such that specific tasks, timelines, milestones and objectives are clearly established in advance. Organising or adjusting information and materials to ensure accurate and timely completion of tasks.
- *Emotional Intelligence* – Demonstrating insight into the emotions and motivations that underlie human behaviour and using those insights to build effective relationships.
- *Leadership Potential* – Demonstrating a range of abilities and traits related to success as a leader. Using logic and sound reasoning to make decisions and solve problems.

"Using these tools helped us to achieve our goals. The assessments quickly delivered very detailed, reliable and thorough results that helped us make objective decisions."

Antonio Brusa
HR Officer
United Nations

Russell Consulting™
leadership - safety - people



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Available Reports

The number and types of reports needed depend on the purpose of the assessment process. There are several reports from which to choose:

Footprint Report

The footprint report, a bar graph with the individual's scores, provides information about how a candidate performed on the assessment in relation to a group of model employees. In addition, the bar graph displays shaded areas for each competency that represent the "desired" score range. This score range is based on data from a small group of model employees in the same position for which the individual is being considered.

This report allows you to see very clearly if the individual meets the desired profile for the position.

Competency Detail Report

This report provides a comprehensive view of an individual's performance on a set of key competencies. The report provides a score for that individual along with a brief description of the attitudes and behaviours that are likely to be demonstrated by individuals with similar scores in each competency area.

Development Report

This report provides developmental suggestions based on an individual's competency scores. This report provides recommendations for improvement and ways to leverage strengths for competencies covered in the assessment. This report is available to clients who are interested in using the assessment process as a means to help promote and develop their employees.

Sample Visuals of the Assessment