



# LISTGROVE

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INTERNATIONAL RECRUITMENT & HUMAN RESOURCES

PERFORMANCE THROUGH PEOPLE

INTERNATIONAL RECRUITMENT & HR SPECIALISTS ACROSS THE PLASTICS, PACKAGING,  
PETROCHEMICALS, CHEMICALS, ENERGY AND RECYCLING SECTORS SINCE 1975

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Recruiting and selecting the right people is fundamental to any organisation's success. How best to do it, however, can be a contentious subject and employers have a variety of assessment methods to choose from when recruiting personnel.

Interviews are a device used by most (if not all) businesses. However, evidence shows that whilst this technique is undoubtedly useful, the approach can be heavily subjected to bias. The challenge for any company then, is to choose a combination of tools that help to overcome biases and achieve the best outcome.

Objective measures help to reduce subjective bias and evidence indicates that the use of testing helps a business to make better quality hiring decisions. Used correctly, psychometric tests allow employers to systematically assess individual differences in ability, aptitude or personality and can be good predictors of job performance

Personality tests were founded using the principles of Behavioural science and have been designed by psychologists to gauge an individual's most characteristic way of behaving and perceiving the world. Therefore, these tests adopt an evidence based approach to the assessment of certain human attributes, aptitudes, interests and values.

Administering tests and analysing the results is a skilled task and requires training and certification; the British Psychological Society set clear standards on testing and test use and Listgrove is proud to have two qualified practitioners within the company.



Jane Edwards MCIPD – Managing Director

Jane is a Degree educated, MCIPD Qualified HR Professional with over 28 years' experience in a manufacturing environment. Executive search specialist and skilled practitioner in Psychometric and Competency based interviewing, Jane has been recruiting Executive and senior management briefs for 12 years. In addition, Jane oversees senior outplacement services and Interim HR placements for global candidates across all functions.



Ellie Guest CIPD – Senior Business & HR Manager

Ellie is CIPD and degree qualified and offers extensive experience of providing recruitment and HR support to international clients. A skilled resourcing professional and practitioner in both Psychometric and Competency based interviewing, Ellie has been completing demanding projects across the globe for over 5 years. Proven track record of working across sectors, segments and levels and delivering the right business solutions.

## TESTING METHODOLOGY

Psychometric tests are designed to provide an assessment of those personality traits that account for some element of human performance. A test qualifies 'how much' or perhaps 'what kind' of an attribute a person might possess.

The 15FQ+ is a personality test that was first developed by renowned psychologist, Raymond Cattell in 1946. His theory suggested that there are 15 core personality dimensions that directly affect behaviour in the workplace. The results of which, provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for your organisation; therefore, an individual's response will 'paint a picture' of the person's typical interpersonal, thinking and coping styles.

15FQ+ can be summarised in terms of 5 x broad based underlying dimensions of personality – These combined factors can be used to assess the likelihood of an individual displaying the below characteristics, behaviours and responses within a working context:

- Cope well with pressure
- Are self-starters
- Resolve disagreements
- Are team players
- Are decisive and action-orientated
- Are diligent and compliant
- Embrace change
- Are attentive to detail
- Are participative and engaging
- Are confident and self-assured
- Are culturally sensitive
- Are open and accepting



Testing results can be used for a number of purposes, including recruitment, development or career guidance; however, please note that a psychometric test is most useful when used as a discussion tool and as a component of a wider, evaluation strategy. Therefore, it should not be used in isolation as a decisive measure.