

Philosophy

SACS offers a range of psychometric assessments to meet a wide range of client needs. We have specifically selected only assessments which are peer-reviewed – those which years of vigorous testing in research studies have proved valid, reliable and predictive. Moreover, this is real-world research where the assessments are put to the test in real workplaces. Proprietary assessments, which many companies use, have been developed in-house using their own testing procedures. Companies spend a great deal of money developing these and as such do not release them to the world of research to be peer-reviewed and scrutinized. Peer-reviewed assessments are the only ones which have stood up to the vigorous testing of research.

Tailoring

We utilise our psychological consulting to tailor solutions to the specific needs of clients to maximise accuracy and utility. We have two main options that reflect what is on the Family of HR Offerings:

Executive Level Assessments reports – these are interpretive reports written by trained assessment consultants, with specific recommendations. We suggest these be used for senior level and technical roles.

Automated Psychological Assessment – this is a fully automated system where you are set up on an online portal to manage the testing process yourself. When the results are received, an automatically generated report is sent immediately to you, with a risk rating associated with each assessment. This report comes with an interpretive manual to help you understand the report, and you can contact a consultant for further advice or analysis if required.

Purposes

- Recruitment: We use instruments which have been shown to be predictive of success. Please see the “league ladder” of recruitment effectiveness below (Modified from Robertson and Smith, 2001).
- Development (of individuals and groups): Instruments focussed on providing feedback targeted on improving task, leadership or relationship performance.
- Identification of future leaders: Instruments which have been shown to predict the likelihood of a staff member rising to a leadership role.
- Career transition and outplacement, career coaching: Instruments which assist in providing clarity about ability and vocational guidance, ensuring a better career decision.

League ladder

Below is a list of the degree of correlation found between the various recruitment techniques and job performance. This is based on a wide range of published studies.

Measures	Validity (r)
Cognitive ability and Integrity	0.65
Cognitive ability and Structured Interviews	0.63
Cognitive ability and work sample	0.60
Work sample tests	0.54
Cognitive ability	0.51
Structured interviews (competency based recruitment)	0.51
Job knowledge tests	0.48
Integrity Tests	0.41
Personality tests – Five factor model – with a focus on Neuroticism, Agreeableness and Conscientiousness	0.40
Six factor model – HEXACO-PI-R has shown validities in excess of 0.5 for a number of criteria associated with negative behaviour with a focus on Honesty-Humility, Emotionality, and Conscientiousness	0.50
Six factor model – HEXACO-PI-R has shown validities in excess of 0.4 for positive behaviour with a focus on Honesty-Humility, Emotionality, and Conscientiousness.	0.40
Assessment Centres	0.37
Unstructured interviews	0.35

Our most commonly used assessments

Below are our three most commonly used assessments. These can be used for a variety of purposes from recruitment to development. If there is a need for an alternative assessment for a specific purpose, a SACS consultant can advise you on an appropriate peer-reviewed assessment.

Intelligence

All intelligence assessments are Australian Council for Educational Research (ACER) which are widely used in both education and workplace settings.

ACER ML – Verbal Reasoning – assesses ability to reason with words and communication.

ACER MQ – Numerical Reasoning – assesses ability to reason with numbers and arithmetic.

ACER APTS – Abstract Reasoning – assesses the capacity to solve abstract problems such as strategy and tactics.

Personality

The HEXACO-PI-R is the most contemporary breakthrough in personality assessment. Derived in 2006, the instrument has been shown to be an excellent predictor of both success and failure at work. The instrument assesses such areas as an individual's humility, emotional stability, drive and self-discipline. We strongly recommend the use of the HEXACO-PI-R for both recruitment and developmental purposes due to its high levels of reliability, validity and predictiveness.

HEXACO-PI-R-200 item questionnaire – provides scores for the following 6 personality factors as well as for each of their associated 4 facets. The Honesty-Humility personality factor correlates highly with and adds additional meaning to the results on the Reid Report integrity assessment. The two measures together provide a powerful combination to predict negative workplace behaviour.

Alternatively we also offer the following peer-reviewed, empirically validated personality assessments:

- Costa & McRae NEO PI-R – 230 item questionnaire – provides scores for 5 factors, each with 6 facets.
- Costa & McRae NEO-FFI – Short form version consisting of 60 items appropriate for lower level roles.
- Attitudes Towards Diversity – These questions can be added to any personality assessment and measures employee's attitudes toward gender and ethnic diversity.

Integrity

Reid Report

Provides insight into the candidate's attitude towards negative workplace behaviours and the likelihood of them engaging in behaviours such as conflict, misappropriation of funds/materials, disregarding safety regulations or acting dishonestly. This assessment is shown to be highly predictive of negative workplace behavior, particularly in longer term employment. The Reid Report correlates highly with and adds additional meaning to the results for the Honesty-Humility factor on the HEXACO model of personality. The two measures together provide a powerful combination to predict negative workplace behaviour.

Pricing

Full psychometric battery for recruitment purposes

Aptitude (ML, MQ, APTS), personality and integrity (Reid Report) \$1,100 + GST includes written report and debrief on results.

Full psychometric battery for professional development purposes

Aptitude (ML, MQ, APTS) and personality \$1,400 + GST includes written report and an hour telephone debrief with psychologically trained consultant.

*Any other combinations will be priced by request. Significant price concessions are available for clients who enter into preferred supplier agreements.

Automated Psychological Assessment

Pricing varies from \$110 to \$200 plus GST per person.

Cost of a bad hire

Industry experts estimate the cost of replacing an exempt employee to be 1 – 1.5 times the employee’s salary plus benefits. For an executive, the cost increases to three to five times the executive’s salary plus benefits. Seem like a lot? Consider:

Actual Costs	Hidden Costs
Recruiting fees (20%-30% of salary)	Extra work for the remaining team members
Interview expenses (including flights, hotels etc.)	Inefficiency of the team
Relocation expenses	Lower team morale
Advertisements on job search websites and newspapers	Negative impact on the customer for poor customer service
Training the replacement	Loss of institutional memory and intellectual property
Temporary contract help to fill in during the interim	