



### 12 Top Tips from Janice Riches of Riches Consulting

We all agree that assessment, in one form or another, is utilised by the majority of companies and psychometric assessment in particular is a method that properly employed will deliver very real rewards.

At Riches Consulting we believe that the use of psychometric assessment can benefit both the individual and the company, by focussing on the positive aspects of behaviour. Here's how it works:

1. Assessment ensures that you have the right people in the right jobs by playing to their strengths, from Directors to the shop floor.
2. If there is a mis-match, a discussion about individual factors suggests a shared decision about what changes are needed and why, and a greater level of buy-in.
3. It is an excellent form of communication, key to motivating individuals and teams.
4. It enables difficult aspects of the job to be discussed in an objective setting.
5. Used alongside individual coaching, it opens the discussion easily, teaches better self-awareness and sets out the scenarios that the individual then chooses to work on.
6. Areas for future development are agreed in a positive way, with a good understanding of how and why the individual will benefit.
7. Succession planning can be achieved in an open setting and the individual can feel that their career needs are being heard.
8. For promotion opportunities, it gives each candidate the chance to have an objective discussion against the requirements of the job brief. The successful candidate then knows what to build on and the unsuccessful candidates gain a better understanding of where their skills are lacking and what to do about them
9. Helps to engage the staff with the business, by enabling them to feel that they can make a major contribution as they know they are good at their job
10. Encourages openness, interest in others and an understanding of behaviour in a team environment, which promotes teamwork and leads to delivery of objectives
11. The economy changes- assessment helps the individual to understand his/her own agility to recognise the need for change, accept it and act swiftly.
12. It gives the message that you are investing in your people, which should improve internal morale and external reputation....enhancing your employer brand

*For an informal discussion about how assessment could improve the performance of your organisation please contact Riches Consulting on 01225 812070 or our London office on 020 7849 6024. Find out more online at [www.richesconsulting.com](http://www.richesconsulting.com) or email [jriches@richesconsulting.com](mailto:jriches@richesconsulting.com).*