

# Catalogue of services 2021

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# CENTRAL TEST CONSULTING AND TRAINING CATALOG

No two businesses are the same. While all are subject to their own unique demands, all are alike in relying on a single factor for their success: their people.

Understanding, and making the right decisions about your people requires that you have the right information: reliable and consistent, with a demonstrable connection to both psychological understanding and real world outcomes.

With 15 years of test publishing experience, and offices located around the world, we're experts at creating solutions tailored to our clients' unique requirements. Using our ready-made and validated assessments, or by working with you to create bespoke solutions, our team of psychologists and consultants are here to support you through your **talent selection**, **performance management**, or **organisational change** initiatives.

We offer consulting solutions help you make the most of our psychometric assessments by applying them to your unique problems. Using the science of understanding people, we create solutions that guide your approach to selecting,

## CONSULTING

Our experience with thousands of companies from different sectors allows us to accompany you in the success of your strategic HR projects. Each intervention is tailored to your needs, whether it is a one-off counseling session or a long term reorganisation.

- Candidate screening and selection
- Individual coaching and development
- Team audits
- Organisational change
- Assessment development
- Benchmarking studies
- People analytics

## TRAINING

Central Test shares its expertise as a psychometric editor by providing training for all of its professional tools. Our guided approach combines clear theoretical content that can be easily understood - even by novices in psychometrics - with practical exercises adapted to your needs. Training modules are adapted to user competencies.

Pour tout renseignement, nous contacter au 01 46 59 00 00 ou [consulting@centraltest.com](mailto:consulting@centraltest.com)





**Training**

# TAILOR-MADE TRAINING

Whatever your sector or HR projects, Central Test sets up solutions adapted to your specific challenges.

Our expert trainers are committed to analysing and understanding your needs, whether in terms of recruiting specific profiles, internal assessments or assessments of competencies.

100% tailor-made, these training courses give you the opportunity to work in your environment, with your teams and according to the modalities that are best for you.

Our training sessions are also aimed at those who wish to become a specialised trainer in Central Test psychometric assessments

## **AUDIENCE**

HR professionals and career managers (psychologists, coaches, advisors)

## **DURATION**

½ day to 10 days

## **NUMBER OF PARTICIPANTS**

1 to 6

## **HOURS**

9am-5pm adjusted according to customer needs

## **LOCATION**

In our office in London or in your company

## **RATES**

1500 £ to 2000 £ HT / day

# CONVERSION TRAINING

Introductory sessions are primarily aimed at psychologists and Human Resources professionals who have already obtained a qualification in the use of psychometric tests.

These sessions provide information on the specifics of Central Test tools and are a prerequisite for a basic use of our evaluation solutions.

## AUDIENCE

Experienced HR professionals and psychologists certified in the use of psychometric tests

## PREREQUISITES

Be already certified on the use of tests

## TERMS

Videoconferencing

## DURATION

From 1h30 min to 3h

## RATES / PERSON

From 200€ to 300€

## PROGRAM (ON AN INDICATIVE BASIS)

- Presentation of the different topics evaluated in the tests (dimensions, profiles, styles, potentials)
- Report interpretation
- Advice on using complementary tests
- Use of the testing platform: TALENT MAP, customization of the competency referential, assessment campaigns.



**Consulting**

## SELECTION

Recruiting the right people is crucial to the success of any business, but recruiting done right takes time. We assess candidates for their fit within your organisation defining the behavioural requirements of the job and identifying your unique culture and values. After defining the ideal candidate we assess, interview, and recommend which of your applicants would be the ideal addition your workforce.

Each organisation has its own unique capabilities and requirements. As such, our services can be customised to match your specific needs. If you believe you require more careful customisation, we will work with you to determine how best to implement our assessment process into your workflow.

	Basic	Intermediate	Complete
Job analysis and competency design	✓	✓	✓
Assessment administration	✓	✓	✓
Debriefing candidates		✓	✓
Debriefing company	✓	✓	✓
Report interpretation and written recommendation			✓
<b>Fees / candidate*</b>	<b>125,00 £</b>	<b>350,00 £</b>	<b>550,00 £</b>

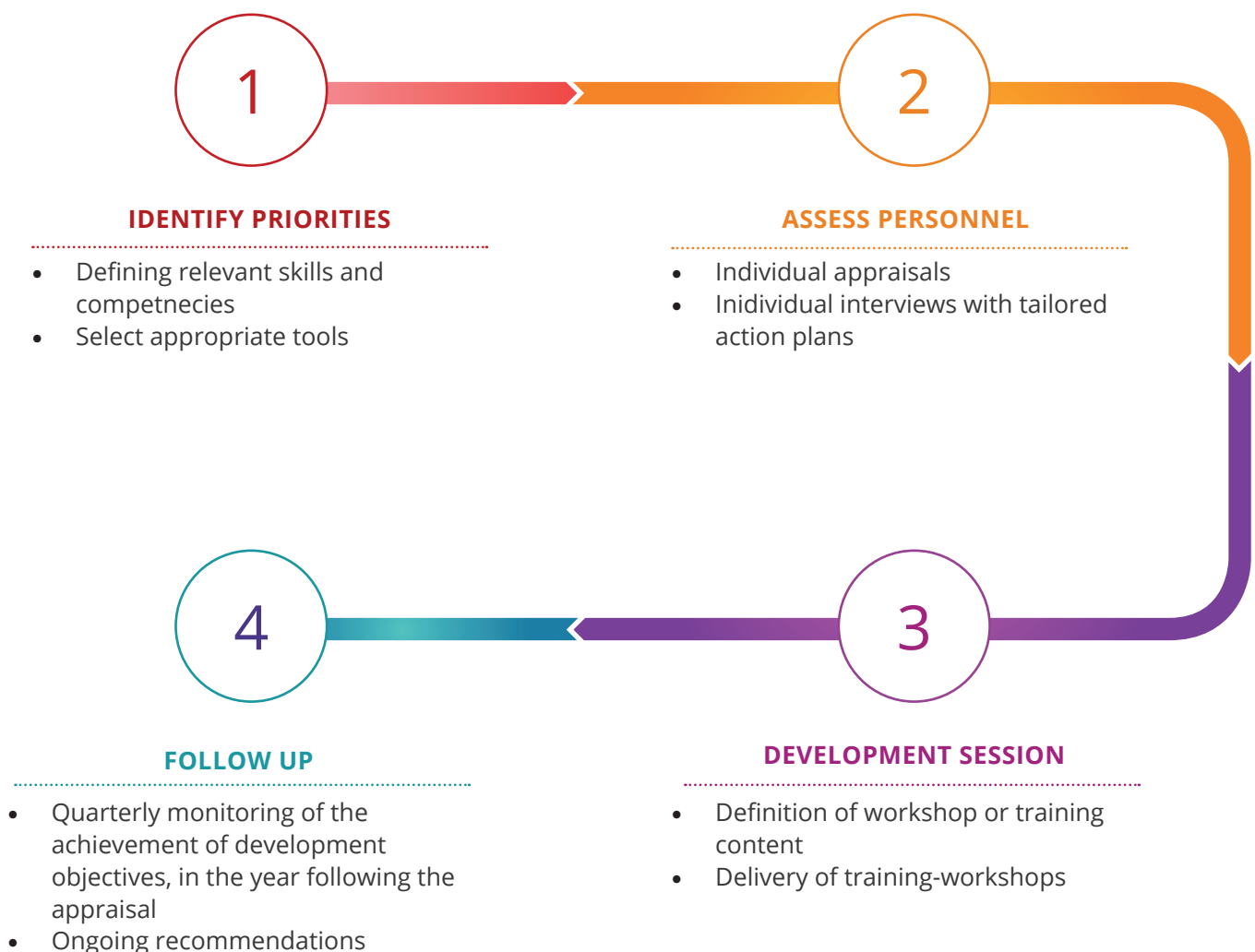
\* Test fees not included. Price stand for one test and for one candidate. For more, please contact us.



# DEVELOPMENT AND COACHING

Getting the most out of your people means being able to recognise their current strengths and areas of growth potential. After consulting your management team to identify areas of priority, our psychologists assess your employees and work with them individually to create personalised development action plans. Each plan contains recommendations and goals based on the combination of assessment data and employee feedback, with the potential for regular follow up sessions.

## YOUR IDP IN 4 STEPS



The duration and rate of the Individual Development Plan vary according to your need. Please contact us to let us know your request and receive a quote.

# AUDITS

Our coaching programmes can be implemented as part of your individual development initiatives or implemented to groups as part of a wider team audit, with a focus on sales, management or general team cohesion.



## MANAGERIAL AUDIT

**Individual evaluation:** identification of management style, managerial skills and development needs

**Collective Assessment:** Analysis of collective competences and development needs



## SALES FORCE AUDIT

**Individual audit:** definition of training needs or identification of commercial potential

**Audit of sales teams:** identification of strengths and weaknesses in the team and training needs



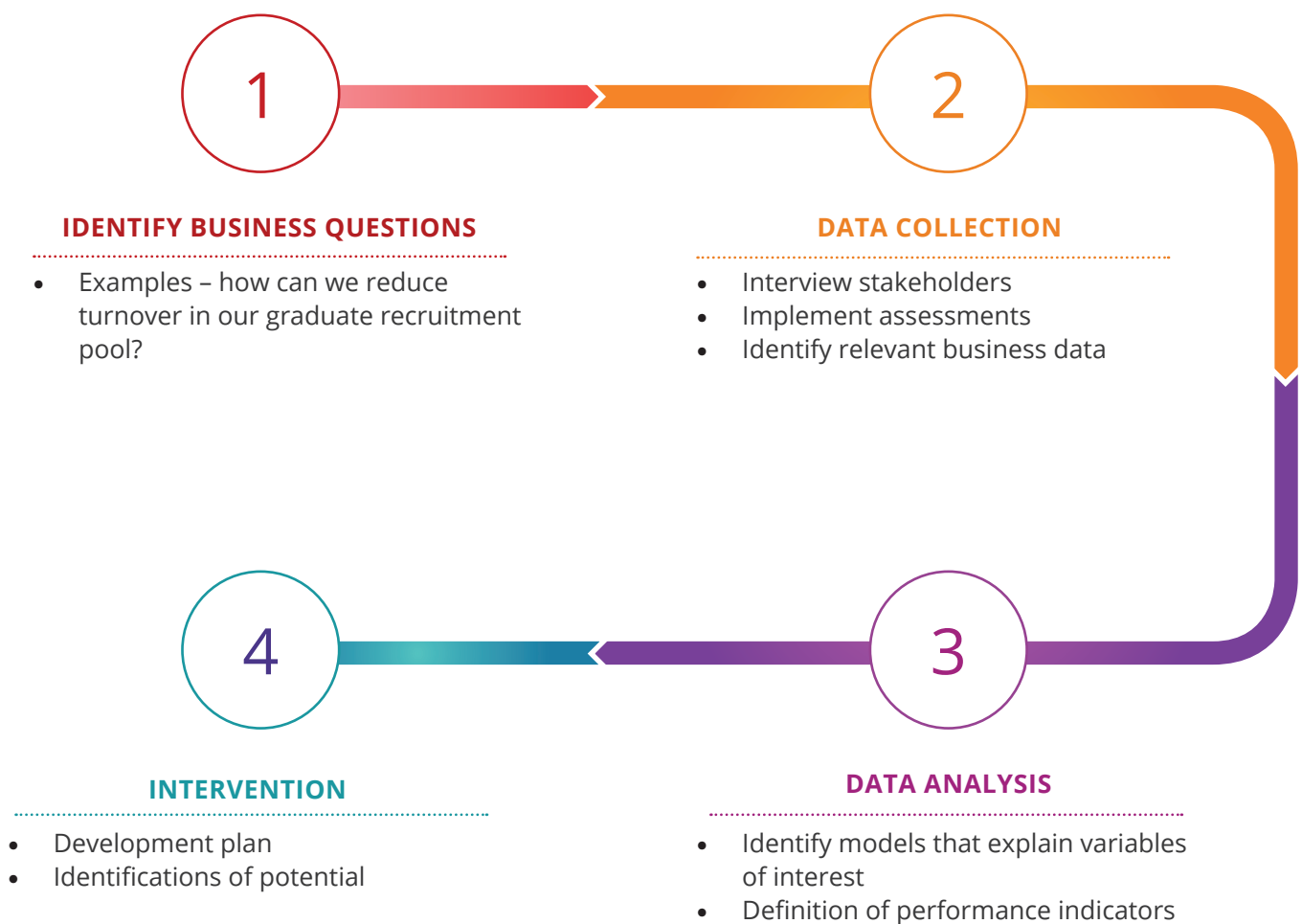
## TEAM COHESION

Identify individual behaviors to improve interpersonal understanding and cooperation

# DATA ANALYTICS

Combining psychometric data with key business metrics can provide you with powerful insights to help shape the decisions you make about your people and strategy. We work with you to identify key business questions, questions like **‘what are the predictors of success in your organisation’**, and **‘what are the hidden patterns that influence your business outcomes’**. Our consultants will identify the key variables that influence your organisation, so you can make informed decisions about the recruitment and development of your people.

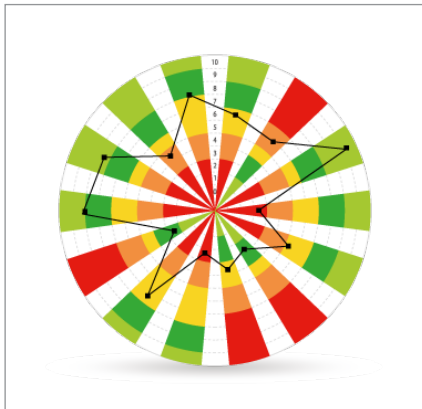
## STEPS



# CUSTOMISATIONS

Each business has its own measurement and assessment needs. Where organisations have preexisting competency frameworks and assessments, we implement these into our software platform. This means you can focus on working with your people, instead of worrying about how to effectively scale up your delivery.

For organisations with more complex assessment requirements, our consultants can work with you to create customised tests and assessment instruments that reflect your values and culture.



## INTEGRATING YOUR COMPETENCY

Our consultants will integrate your competency framework into our assessment platform. Working with you to determine how you define your competencies, they will identify the traits and tests that map onto your framework, so you can immediately obtain reports detailing candidate traits and competences. Talent Map tool will be used to match results with several tests.

## INTEGRATING YOUR OWN QUESTIONNAIRES

Have you developed your own questionnaires, and are looking to scale up your assessment process? Do you need to conduct additional validation studies? Our IT, consulting and development teams will implement and host your assessments on our platform, and help you with any work you might need. All these teams are in-house, so you have constant guaranteed support

After three cold calls rejected:

- ☐ I continue calling
- ☐ I try another way to contact the prospect



## CREATING CUSTOMISED TOOLS

Do you have unique assessment needs?

Our team of psychologists will work with you to determine the skills and traits that are required for success in your organization, and carry out the rigorous testing and validation required for you to trust your new tool.



[www.centraltest.com](http://www.centraltest.com)

