

<p><b>eJobs Recruitment Specialists</b> Financial Planning Division</p>	 <p>Established 1998 ABN 38 085 068 140</p>
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<p><b>Member</b></p> 	<p><b>Member</b></p> <p><b>CareersMultiList</b> The Largest Network of Australian-owned Independent Recruitment Companies</p>	<p>eJobs Recruitment Specialists Pty Ltd Financial Planning Division 9 Waratah Street, Balgowlah, NSW 2093</p> <p>Tel: (02) 9221 6221 Fax: (02) 9225 9138 Email: <a href="mailto:resumes@ejobs.com.au">resumes@ejobs.com.au</a> Web: <a href="http://www.ejobs.com.au">www.ejobs.com.au</a></p> <p>Interviews: CareersMultiList Offices Level 13, 276 Pitt Street Sydney NSW 2000</p>
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**Online and Supervised Psychometric Testing Services** (effective from 1/4/2009)

**What are they?**

Through our CareersMultiList franchise we offer a large array of Psychometric Test Batteries - structured tests, taken in exam-like conditions, which aim to measure objectively a Candidate's ability, and/or certain aspects of their personality.

Devised by Occupational Psychologists (we have two!), their aim is twofold:

- to provide employers with a reliable method of selecting the best applicants, and
- to design tests carefully so that they are fair to all applicants.

**Benefits to Practices:**

- Reduce the costs associated with hiring the *wrong* people
- Uncover the true potential and work preferences of prospective employees
- Compare Candidates based on objective information relevant to the role
- Develops informed and intelligent reference check and interview questions
- Puts in place effective development and training plans for staff
- Fast, efficient and streamlined. Reports back to you within *one business day*
- Feedback available from our Occupational Psychologists

**We offer Two types of Tests:**

- Online Screening Tests
  - Fast and cost effective
  - Can be completed at a time and place convenient to the Candidate
  - Provides a quick snapshot and estimate of the Candidate's aptitudes
- Supervised Psychometric Tests
  - Take place in a controlled and supervised environment
  - Comprehensive test batteries to assess positions at all levels
  - Accredited Test Centres are available throughout Australia

<b>Code</b>	<b>Online Screening Test Batteries</b>	<b>Time*</b>	<b>Fee*</b>	<b><u>Please tick</u></b>
<b>ON1</b>	<p><b>Online General Test Battery</b></p> <p><i>Level:</i> general screening</p> <p><i>Tests:</i> An estimate of a candidate's verbal, numerical, and abstract reasoning skills, and full online personality questionnaire.</p>	45 mins	\$350 + GST	?
<b>ON2</b>	<p><b>Online Sales Test Battery</b></p> <p><i>Level:</i> sales screening</p> <p><i>Tests:</i> full online personality questionnaire and sales preference indicator</p>	60 mins	\$350 + GST	?
<b>ON3</b>	<p><b>Online Senior Sales Test Battery</b></p> <p><i>Level:</i> senior sales screening</p> <p><i>Tests:</i> an estimate of a candidate's verbal, numerical, and abstract reasoning skills, full online personality questionnaire, and sales preference indicator</p>	60 mins	\$490 + GST	?
<b>ON4</b>	<p><b>Online Industrial Test Battery</b></p> <p><i>Level:</i> industrial screening</p> <p><i>Tests:</i> Stanton Survey of Integrity and Risk Management Profile (safety).</p>	30 mins	\$275 + GST	?
<b>ON5</b>	<p><b>Online Customer Service Test Battery</b></p> <p><i>Level:</i> customer service screening</p> <p><i>Tests:</i> full online personality questionnaire, and an inventory that examines a candidate's suitability for customer service-based roles.</p>	45 mins	\$350 + GST	?
<b>ON6</b>	<p><b>Shiftwork Type Indicator</b></p> <p>This test assesses an employee's suitability for shiftwork positions, and can be added to the above test batteries for roles that have shift work components.</p>	15 mins	\$175 + GST	?
<b>ON7</b>	<p><b>Stanton Survey of Integrity</b></p> <p>This test assesses the candidate's attitudes and behaviour concerning employee theft, non-work theft, and company policy infringements.</p>	15 mins	\$175 + GST	?
<b>ON8</b>	<p><b>Online Personality Profile</b></p> <p>A full profile on the candidate's personality and preferred styles of operating in the workplace</p>	30 mins	\$225 + GST	?
<b>ON9</b>	<p><b>Emotional Intelligence Questionnaire</b></p> <p>A full profile exploring the eight key emotional behavioural factors that help predict an individual's potential to succeed in the future.</p>	20 mins	\$145 + GST	?
<b>ON10</b>	<p><b>Occupational Interest Profile</b></p> <p>A full profile exploring an individuals career interests and targeted assessment of an individuals professional needs</p>	20 mins	\$225	?

<b>ON11</b>	<b>Values &amp; Motivations Inventory</b> A full profile exploring an individuals career values and motivations, specifically: intrinsic, extrinsic, and interpersonal.	20 mins	\$225	?
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Code	Supervised Test Batteries	Time	RRP*	30% CML Discount*
<b>A1</b>	<b>General Test Battery</b> <i>Level:</i> general population <i>Tests:</i> full personality questionnaire, values and motivations inventory, verbal, numerical, and abstract reasoning tests.	75 mins	\$540 + GST	?
<b>A2</b>	<b>Graduate Test Battery</b> <i>Level:</i> graduates <i>Tests:</i> full personality questionnaire, values and motivations inventory, graduate level verbal, numerical, and abstract reasoning tests.	75 mins	\$640	?
<b>A3</b>	<b>Management Test Battery</b> <i>Level:</i> managers and executives <i>Tests:</i> full personality questionnaire, values and motivations inventory, managerial level verbal, numerical, and abstract reasoning tests.	100 mins	\$740	?
<b>A4</b>	<b>Administrative Test Battery</b> <i>Level:</i> administrative and clerical <i>Tests:</i> assessments on core clerical aptitudes and abilities, full personality questionnaire, and values and motivations inventory.	75 mins	\$585	?
<b>A5</b>	<b>Sales Test Battery</b> <i>Level:</i> sales <i>Tests:</i> assessment of an employee's likelihood of engaging in important sales-orientated activities, full personality questionnaire, values and motivations inventory, and verbal, numerical and abstract reasoning tests.	90 mins	\$740	?
<b>A6</b>	<b>Customer Service Test Battery</b> <i>Level:</i> customer service <i>Tests:</i> an inventory that examines a candidate's suitability for customer service-based roles, a full personality questionnaire and a values and motivations inventory, and assessments on core clerical aptitudes and abilities.	70 mins	\$640	?
<b>A7</b>	<b>Industrial Test Battery</b> <i>Level:</i> process-oriented/industrial <i>Tests:</i> following instructions, checking, and basic verbal, numerical, and problem solving abilities. Also includes an indicator of the applicant's attitudes and behaviour concerning employee theft, non-work theft, and company policy infringements, and a questionnaire designed to assess those individuals who are more likely to demonstrate poor safety attitudes and behaviour and panic in emergency situations.	60 mins	\$540	?

<b>A8</b>	<b>Team Leader - Industrial Test Battery</b> <i>Level:</i> industrial supervisory <i>Tests:</i> all the components of the Industrial Test Battery, plus a full personality questionnaire. The full personality questionnaire provides insight into the candidate's preferred ways of operating in the workplace, including their preferred managerial style, interpersonal style, problem solving style, and adaptability and coping style.	90 mins	\$585	?
<b>A9</b>	<b>Technical Test Battery</b> <i>Level:</i> technical and engineering <i>Tests:</i> mechanical reasoning, visual acuity, spatial reasoning, full personality questionnaire, and values and motivations inventory.	90 mins	\$585	?

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I have chosen one or more tests to be conducted as ticked above.

**Details of Candidate to be Assessed:**

Name: .....

Candidate Contact Number: .....

Candidate Email: .....

Position Applied For: .....

**Client Details:**

Name: .....

Company: .....

Report to be Emailed to: .....

Signature: .....

Date: .....