



## Testing & Assessment

*More than ever, human capital is of strategic importance to a company. That is because the success and the future growth of a company is largely determined by the employees. The “right man/woman in the right place” principle may therefore no longer be dismissed as a cliché, but should be a deliberate aim of every organisation. To help you, as an employer, to make the right decisions during a selection procedure, at Vandelanotte HR Solutions we offer you the opportunity to first have candidates thoroughly*

### What

Psychological testing or an assessment centre will illustrate the competences, strengths and points requiring attention in respect of candidates, plus their potential. This can be organised as the final part of a selection procedure, or as a tool in order to be able to make well-informed career decisions or decisions in respect of promotions.

Testing is, by definition, customised.

Generally, however, psychological testing consists of a competence-based interview, a personality questionnaire and a number of logical reasoning tests. The full programme will take approximately half a day. The aforementioned assessment centre is when this basic programme is supplemented by a number of simulation exercises that mimic realistic work scenarios. Consider, for example, managerial role play, an analysis and presentation exercise, an in-tray exercise, etc. A comprehensive assessment centre will usually take one full day.

### Benefits

- The assessment report is based on tangible and objective observations and allows you to make decisions in a reasoned, justified way. This significantly reduces the risk of selection errors and over-hasty decisions. The report is an extremely useful tool for future performance and evaluation reviews, as well as for determining training opportunities. It can therefore also be used immediately after recruitment as a coaching tool in order to tackle the referenced points requiring attention.
- There is no doubt that the cost price compensates for the costs and the adverse effects of incorrect recruitment. Consider, for example, severance pay, the start-up costs of a new procedure, the loss of the time invested in training and support by colleagues, etc.

### Cost

The cost for psychological testing or assessment depends on the specific composition of this and can therefore vary significantly. We would therefore be more than happy to sit down with you in order to discuss your expectations, enabling us to create a tailor-made programme and corresponding quotation.

**Contact your accountmanager or one of our specialists at [contact@vdl.be](mailto:contact@vdl.be).**