



The Collins McNicholas HR Services Team carry out Personality Assessments as part of our client offering. Our team comprises of 3 Occupational Psychology Consultants accredited by the Psychology Society of Ireland and British Psychological Society, and they are all Level A (Ability) and Level B (Personality) Psychometric Assessment certified.

Personality Assessments

A personality assessment is a scientific method of determining human personality characteristics.

They have become the norm in many recruitment processes and simply involve an individual answering questions related to their work behaviours and styles.

Our Process

- 1 Candidate invited to **complete the assessment** within a specified timeframe
- 2 **Bespoke report** created based on responses
- 3 Share with client in agreed timeframe (**24-48 hours**)
- 4 HR Services Team **review confidential report** with client to **compare candidates**
- 5 **Feedback** relayed to candidate if requested when the process is finished

How to get started

Arrange a meeting with our HR Services Team to discuss next steps!

We can have a call or visit you onsite to discuss the specific role duties and responsibilities and company culture.

We will work together to identify the most suitable candidates for your company.

Collins McNicholas Personality Assessments

Collins McNicholas develop personality custom reports tailored to a specific role and culture of the organisation.

The confidential report includes a summary of the candidate's preferred behaviour style, their strengths and weaknesses in relation to the requirements of the given role, as well as cultural fit and suggested interview questions.

Benefits of Personality Assessments with Collins McNicholas

- ✓ Tailored to the company
- ✓ Built around specific competencies
- ✓ Scientific approach to personality measurement
- ✓ Built-in answer validator
- ✓ Fully GDPR compliant in gathering data
- ✓ Quick turnaround
- ✓ Review report with hiring managers prior to the interview
- ✓ Constructive feedback for all candidates ensuring a positive candidate experience



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