



# Behavioral and Competency Assessment

- Over 65 years of testing and assessments experience in 23 countries, lead by industrial psychologists
- Dr. F. Herzberg (motivation theory originator) was research director in PSP and one of the architects of assessment tools.
- Make your hiring, growth, promotion and employee career management decisions more predictive, reliable and authentic

## Behavioral and Competency Assessment

Competency and “right” attitude based recruitment, promotion, succession and career development planning in organizations are essential HRM requirements that lead to organization success or failure.

As HRM has become a strategic department of successful organizations and has a direct correlation with decision making at top level, we need unbiased, professional and authentic tools for decisions in this regard.

ASK Development has brought “PSP Metrics” testing service from USA for behavioral and skill assessments to address the growing needs for scientific HR tools across the industries in Pakistan.

This tool will turn your tiring, lengthy and complex process of recruitment, promotion, TNA and succession planning into an easy, reliable, scientific and more wide-ranging exercise.

Using PSP Metrics to objectively evaluate potential for hiring, developing and promoting employees will set the organization apart from the competition.



### PSP Tests: Facts Sheet

- Many of Fortune 500 companies are satisfied clients of PSP.
- 65 years of experience.
- Over 1,000 client corporates worldwide
- More than 350,000 people have been assessed
- Over 1.5 million individual tests administrated
- Proven success in 23 countries located in America's Europe, Africa and Asia Pacific Rim
- Tests have been translated into 5 languages

### Test's Distinction

- Customizable measurement tools for “Key Success Factors” according to client's specific needs
- Customized choice out of hundred success factors.
- ASK provides interface & process facilitation in testing, reporting and implementation of findings
- Qualified, experienced and reputed HRM professional team lead by Mr.Zahid Mubarak (GPHR,HRMP) a seasoned HRM professional.
- Step by step process guidance is provided
- Test location/ facility is also available

## Types of Tests Available

A wide range of tests and assessments for daily wage earners to a CEO are available, measuring more than 100 multiple competencies, skills and behavioral factors. We can customize tests to address specific position competency profiling. Tests are as follows:

### Entry Level Employee Selection Test:

Measures essential cognitive abilities and work behaviors. Test includes basic job skills such as communication, team work, energy and reasoning.

### Management Selection & Promotion Test

Measures the advancement and leadership potential, as well as, the developmental needs of employees for sustaining competitive, quality-oriented company.

### Executive Selection Test

Senior executives Managers, General Managers, Directors have enormous responsibility for resource utilization, business direction, and financial results.

The consequences of a senior executive failure can be disastrous for an entire organization and stake-holders alike.



### Career Development Test

It evaluates candidates' pertinent intellectual abilities, explores their individual interests and values to identify their sources of job satisfaction, and determines work behaviors and personal styles.

It can also identify competency gaps that hinder successful performance and future career growth, thereby suggesting the elements of an individualized training plan with specific actions for growth and development.

### Succession planning

This test helps objectively in decisions of promotions. Use of a competency model moves succession planning away from job titles and traditional experience, and focuses on the qualities needed to lead the organization.

### Sales Team Selection

This test can measure sales personnel's energy, drive, critical thinking skills, verbal skills, personal relations and stress management competencies to increase their effectiveness and meet changing customer needs.

## What is PSP Metrics ?

PSP Metrics is one of the leading U.S HRM service providers. Measurement of abilities and work behaviors is the primary tool used to build more productive companies. PSP Metrics ([www.pspmetrics.com](http://www.pspmetrics.com)) has 65 years of research in specialized science of evaluating employees, from front line workers to executive leaders. The specialization dates back to the days of PSP Research Director *Frederick Herzberg's* research on work motivation. PSP continually conducts validation research and follow-up studies for executive selection and development. The research allows PSP to compare test results and interview data with extensive databases, to predict with significant accuracy whether a person will perform above, below or at an average level in jobs ranging from production worker to CEO. PSP tests are excellent tools to predict future behavior of candidates with a high degree of accuracy. Lead team of PSP consists of industrial psychologists having Ph.Ds. In their specialist fields.



**Dr. Frederick I. Herzberg**

1923-2000

World-Renowned Management Psychologist

"Father of Job Enrichment"

Originator of the Motivation-Hygiene Theory

PSP Director of Research 1951 - 1957



ASK Development is a solution provider to quality conscious organizations in the areas of HR consulting, recruitment, outsourcing, pay-roll management, project management, soft skills training (customized & online), and behavioral assessment. We operate across Pakistan catering the recruitment and payroll management 1000 workforce, with offices in major cities and USA. It has been ranked by Allworld Network among the **"Pakistan's 100 Fast Growing companies"** (<http://www.allworldlive.com> )

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