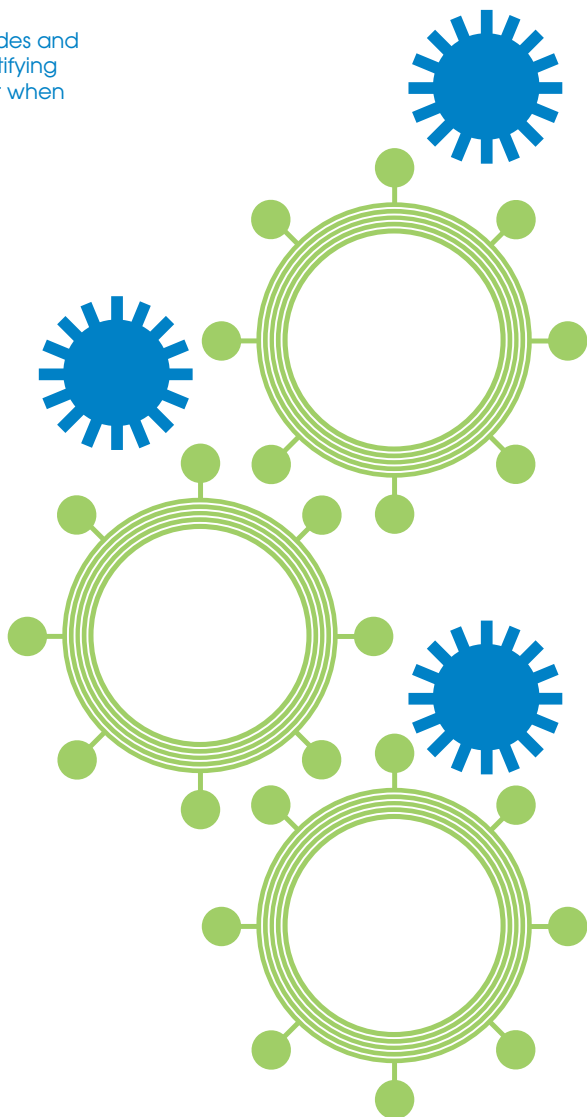


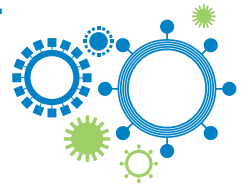
Defining Aptitude and Ability

MindMills' Assessment Software, Censeo, assists in defining aptitudes and motivational interests when identifying skills gaps in your organisation, or when recruiting new employees.



MINDMILL

MindMill aims to assist employers in the process of becoming more aware of their employees personal skills, qualities, aptitudes and interests so they can make the most of their employees career aspirations and follow a skills development path which best suits them and the needs of your organisation.

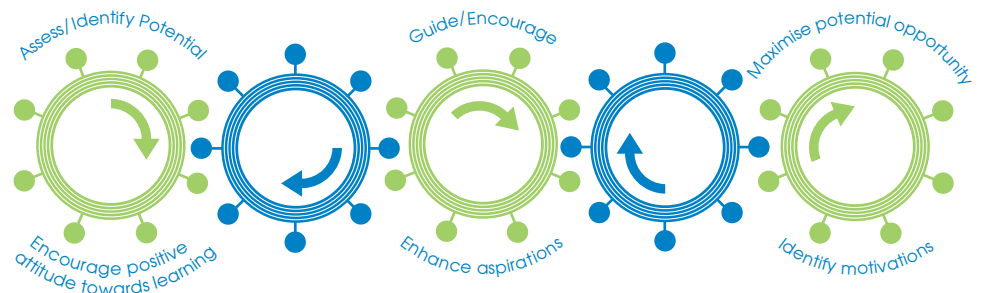


Employers today are looking for people who are innovative when solving problems, can cope with change and communicate well while working as part of a team. Also employers tell us they are keen to continually ensure they have the “best calibre” staff, offering ongoing training and development for staff is one way to keep the cutting edge sharp in a competitive market place.

A challenge today for many employers, recruiters and trainers is to facilitate a better match between individual competences, skills and qualifications required by employers to those offered by potential / existing employees.

Among many of the issues facing employers today, one is “how can you find an impartial way to evaluate competencies of candidates and identify areas of motivational interest which could be developed further for a maximum return”. Giving employers factual information to make better informed decisions is essential. MindMill Assessments may help to reduce this burden by summarising information about the candidate early in a recruitment and training process; ultimately achieving a better match between ability, aptitude, career progression and expectation of all parties involved.

Raise Employees potential



When do organisations use MindMill Assessments?

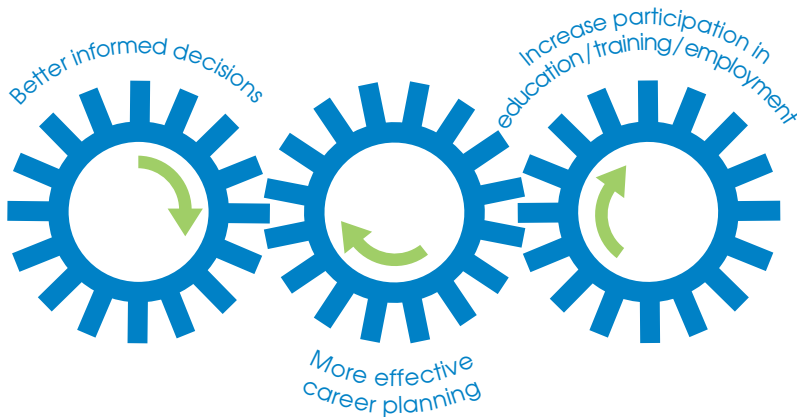
If you are considering any of the following, the MindMill assessments will help you extract valuable information when forming recommendations for progress.

- Succession Planning
- Management & Development Programs
- Graduate intake programs
- Outplacement
- Coaching
- Training and Development Strategies
- Mergers and Corporate alignment strategies
- Recruitment / Selection
- Defining Organisational Culture

Assessment of natural ability and aptitude - so where do you start?

Facilitating self awareness and developmental progression can be a challenge; employees of all ages struggle to describe their personality, motivational interests and natural aptitudes.

MindMill has a solution to this problem, wrapped up in a computerised assessment suite, Censeo, which has PTC (Psychological Testing Centre, part of the British Psychological Society) registration and approval. The results of the assessments can help develop career plans which take into consideration employees self awareness.



Assessment of natural ability, aptitude and interests, - so where do you start?

Providing impartial evaluation on attributes and abilities will assist the manager and employer determine the appropriate career progress and training for an employee.

Assessments can be tailored to each specific environment looking at the following areas:

- Curiosity and intellect
- Concern for others
- Self-belief and interactivity
- Flexibility and Reactivness
- Tolerance and disposition
- Proactivity

Additionally, MindMill offers a range of assessments for aptitudes in

- Numeracy
- Literacy
- Working Memory (general ability to learn and apply new things)
- Accuracy (error detection), critical for various professions, accountancy, technical – engineer/programming etc.
- Deductive and Perceptive Reasoning (logic, ability to solve problems)

The full complement of choices in aptitude assessments is available on request.

In determining employees or applicant's interests, values, and future career aspirations, MindMill "JOIN" can offer an insight to options for further consideration this is particularly useful when running graduate intake programmes, especially when trying to differentiate between many graduates with similar qualifications.

- Preferences explained
- Graphical output for records in career development plans
- None prescriptive outcomes

Finally, MindMill "BANDS" illustrates when employees make their best decisions, in essence, when do they "peak". This information has proven valuable when applicants are considering careers in sectors that operate 24x7 for example, manufacturing, and tourism, call centres etc.

- Morning Style – prefers to do things early in the day
- Evening Style – Prefers to do things later in the day (after 12 noon)
- Sleep Debt – Tendency to accumulate a sleep debt on a regular basis, usually "burning the candle at both ends"
- Body Clock – A preference for doing things at the same time every day, or, preferring to have no fixed time schedules for work or relaxation.

Understanding this basic biological function can help employers maximise the potential in their human capital assets.

Cogs in the wheel?

Help your employees continue to develop and think big about their future.

At MindMill, we believe that once you have accurate information regarding the various cogs in the machine of your organisation; when put together, training and coaching providers can also offer informed and quality advice, sign posts and appropriate pathways to the future growth of your business and employees.

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"Prospective candidates are screened and short listed prior to being interviewed by myself at the final stage of selection. For me as a manager this removes the laborious time consuming trawl for sales people, who are so pivotal to the success of any business. Using the psychometric tests we manage to produce from varied backgrounds, candidates who offer different skill sets to compliment my existing team. These tests are now mandatory for all new recruits to my sales force."

Alan Wright, Sales Director (Ireland), Kingspan Ltd.

