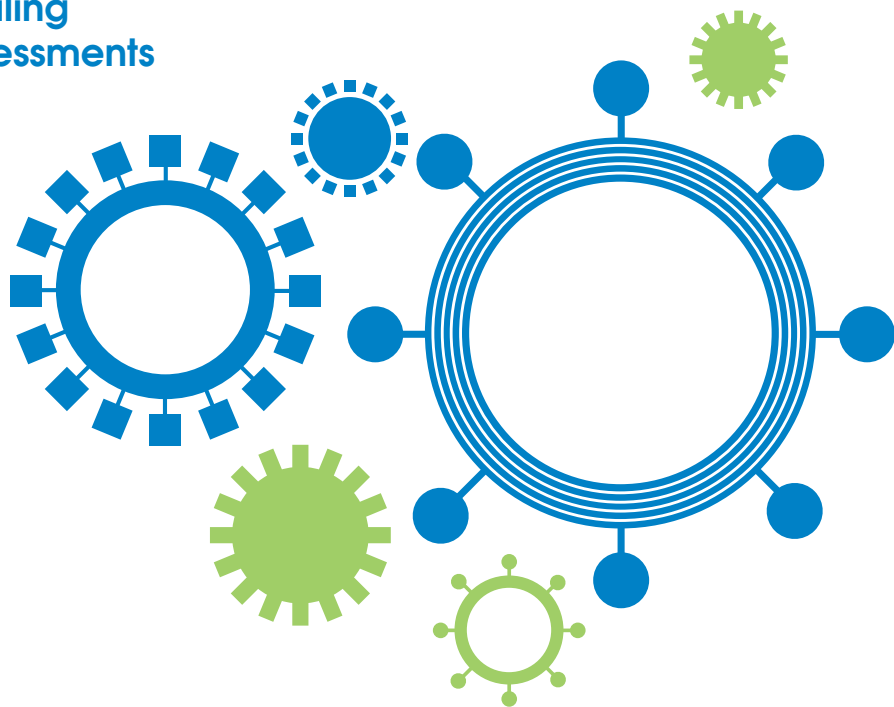


Defining Aptitude and Ability

Profiling
Assessments

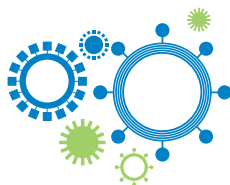


MINDMILL

MindMill aims to help people become aware of their personal skills, qualities, aptitudes and interests in order to make the most of their life choices and follow a career path which best suits them.

Employers need people who are innovative when solving problems, can cope with change and communicate well while working as part of a team.

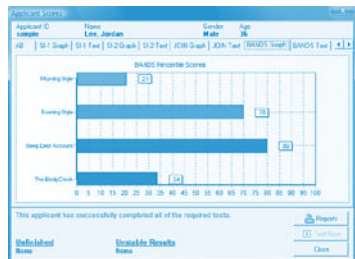
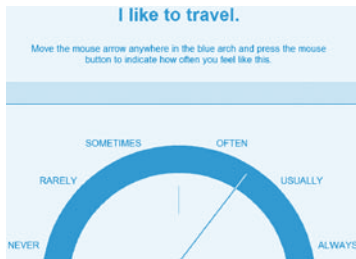
MindMill offers a range of assessments to organisations that have been created to the highest levels of professional integrity, gaining PTC registration (British Psychological Society).



MindMill assessments have been internationally used in large enterprises, SMEs and start-up scenarios. The assessments have also been used with learners in educational and training environments where identifying Skills for development are central to achieving the highest levels of success for learners and employees.

Who are we and what do we do?

MindMill offers a solution to employers and trainers who are looking to identify key skills and attributes which can be developed within an organisation to maximise the potential of each individual thereby streamlining effectiveness and job satisfaction.



The Censo Assessment System offered by MindMill are computer based and offer instant scores and results which can be easily interpreted as the outputs are in graph and “plain English” textual summaries. The assessments may be customized to suit the individual requirement of an organisation and have been used in numerous situations:

- Management and leadership development
- Change Management
- Personal Development
- Job Profiling
- Improving team communications and management
- Training Needs Analysis (as part of an overview)
- Team Building and Organisational alignment strategies
- Recruitment / Selection
- Careers Guidance

In essence the MindMill Assessments will help you extract valuable information when forming recommendations for progress.

Background

The creator of MindMills Assessments, Professor Sidney Irvine is a Fellow of the British Psychological Society and is a Chartered Psychologist.

In his role as Chairman of Inpsych Ltd., a company specialising in test systems, Professor Irvine has consulted (to name but a few) for UNESCO (Cyprus and Saudi Arabia), Glaxo-Smith-Kline Italy and UK, BIC Systems

Belfast, The Standard Bank Investment Corporation South Africa, Marriott Hotel Group, The Royal Ulster Constabulary (now known as the Police Service for Northern Ireland), The Ministries of Defence of Belgium, The Czech Republic, Germany, Great Britain and The United States Air Force.

The Censo Assessment System has been developed in 4 languages, validated across 5 continents and approved by the Psychological Testing Centre, facilitated through the British Psychological Society.

Private Sector and Government Sector

Human capital in any organisation is its most valuable asset. Identifying, recruiting, training and developing Human Resources can be fraught with risk. Using MindMills Assessments, risks can be kept to a minimum and the right person for the job is selected/promoted/trained. If people are valuable to the future success of your organisation, then let MindMill help with the identification process in a cost effective solution. Develop the right people, in the right role and maximise your investment in their potential.

Those operating Graduate (intake) training programs can benefit from using the MindMill Censo mass screening assessment. This assessment can offer organisations instant results based on a pre-determined criteria for selection based on cognitive ability, motivational interests, personality and optionally biorhythms (when do they do their best work, morning or evening).

Test	Attempted	Passed	CP	CP Score	Std Score	Std Pct	CP Correct
CP	45	35	✓	38.75	112.42	36	52.50
AC							
MP	36	36	✓	27.00	37.52	15	63.33
DC							
SP	47	42	✓	40.31	114.79	36	66.33
TI							
AP	136	136	✓	114.93	113.38	36	54.50
CP (E)			✓		109.79	72	91.25

THE CAPACITY FOR PROCESSING INFORMATION SCORE (CPI)

The CPI or Capacity for Processing Information Score is an averaged value of the results of the person listed. Its meaning depends on the program of tests administered. When all tests have been correctly administered then it estimates the information-processing capacity of the candidate.

ABOVE AVERAGE CPI 60/55/75/1 PERCENTILE GROUP

This score falls in the top 40 percent of those tested. Performers at this level are likely to be secure in their basic information processing, word-recognition, reasoning and working-memory skills. They work more slowly than those in the higher groups. Alternatively they complete test items just as quickly but with less accuracy.

The assessments will highlight those applicants who met the basic skills required to be successful through the set training program within your organisation.

Educational and Training Organisations

The challenge today for many teachers and careers advisers is to facilitate a better match between individual competences, skills and qualifications for both employers and extended learning environments. In essence, how do you help individuals find jobs or training courses that utilise their natural potential?

For Training Service providers operating in the private and government sectors, identifying skills gaps in conjunction with employers is critical to successful development and implementation of training programmes. Using the MindMill Assessments, you can rest assured that you will be given summary information (and detailed information) regarding current skills and ability levels in an organisation which you can present to your clients when making recommendations and proposals for training programs.

"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.

MindMill Censeo Assessments a quick summary

- Flexible and can be customised to suit each organisations requirements
- Personality Profiling
- Motivational Interests Profiling
- Cognitive Ability Profiling
- Biological Adaptation Profiling
- Low Cost annual licensing options
- Highly reliable validation studies to help with predictions for success when profiling
- Immediate automatic scoring and easy interpretation of results used on computers
- Highly secure
- British Psychological Test Centre Registered

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