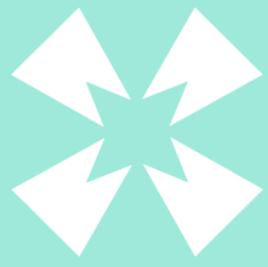


MINDMILL (HR) SOFTWARE LTD

PSYCHOMETRICS & BLENDED ASSESSMENTS



WHY USE PSYCHOMETRIC ASSESSMENTS?

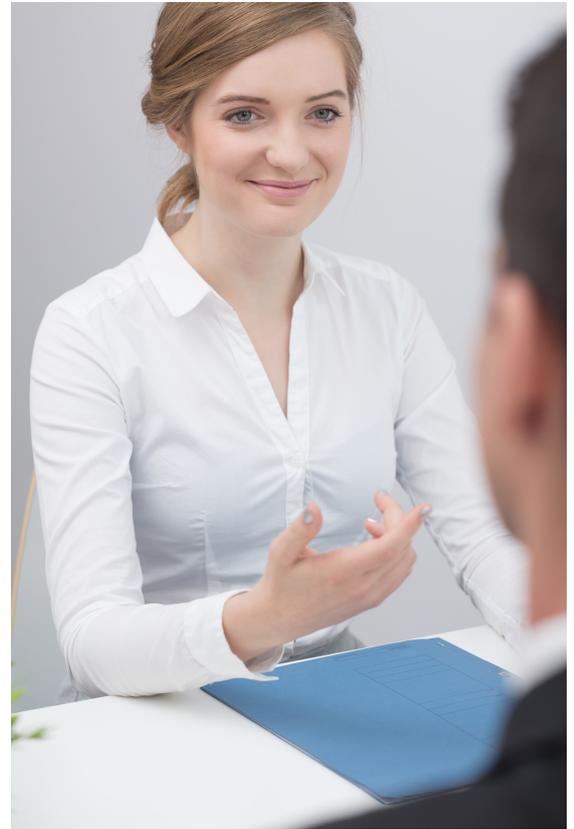
Psychometric assessments have been proven to predict future job performance.

The Mindmill cognitive assessments effectively predict an individual's natural ability to learn and acquire new skills and competencies.

Mindmill personality assessments determine behaviours displayed at work, identifying 'soft' skills and potential 'cultural' fit.

Organisations can create a benchmark for a position, against which applications can be evaluated.

Psychometrics provide a quick yet accurate way to achieve this. Only those candidates who have the most potential can progress through to the interview stage.



HISTORY AND BACKGROUND

1986

Mindmill assessments were originally developed for mass screening within a military context (e.g. The British Army Recruit Battery and Belgian Defence Force). Mindmill personality assessments are based on the 'Big 5' Theory, developed by Raymond Christal, continued by Professor Irvine.

2008

Mindmill was created in 2008 through the merge of a recruitment company and psychometric assessment construction company.

2010

Mindmill upgraded the original 1986 application to an online assessment portal, designed to offer secure and scalable assessment solutions on a national and international level.

Today

The latest Mindmill technology platform with integrated HR modules has been designed to gather, process, and analyse various HR data sets. These data sets, when brought together with payroll, time and attendance and performance information, allow an organisation to investigate core HR processes.



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Mindmill can provide Programme Mapping to understand job challenges and the competencies required for the successful execution of the job.

This will be implemented through the review of the Job Role, Competency Frameworks inclusive of the Person Specification and/or Job Descriptions which are available.

The Job Analysis will identify the key skills and characteristics required for the role.

From this list, Mindmill will tailor an assessment package designed to measure the exact requirements for the role and predict future success of the individuals. This assessment will consist of a range of personality, cognitive and motivations assessments.

PSYCHOMETRIC AND BLENDED ASSESSMENT

The range of assessments provided is tailored dependent upon the skills that need to be assessed. The suite of assessments available include:

PERSONALITY

Mindmill Self Inventory (SI) personality measure draws upon the most up to date theoretical thinking on measuring personality.

COGNITIVE

Mindmill cognitive assessments measure natural ability as opposed to academic ability. Our assessments do not disadvantage any candidates, they simply measure the raw potential (trainability) of an individual.

MOTIVATIONAL

This assessment measures an individual's natural biorhythm or body clock to identify the time an individual is likely to perform best, paired with an assessment which measures interests and motivation in terms of careers.

ORGANISATIONAL

Organisational screening tools include Scenario Based assessments, Situational judgement assessments, Math, English and Other Functional assessments based on organisational needs.

PSYCHOMETRIC ASSESSMENTS

The Personality (Self-Inventory / SI) Assessment is a short, reliable and valid inventory designed to provide a motivational profile suitable for job placement and can be used whenever jobs require the presence or absence of certain personality qualities for success. The design extends and improves upon Tupes and Christal's Big Five Factors concept.

PERSONALITY (SI1)

A general behavioural questionnaire

PERSONALITY (SI2)

A senior or executive behavioural questionnaire

PERSONALITY (WSP)

Work Style Profile - a more in-depth behavioural questionnaire (Leadership)

PERSONALITY EDUCATION VERSION (SIED)

A career guidance behavioural questionnaire

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COGNITIVE ASSESSMENTS

Cognitive assessments were constructed to ensure that the building blocks of successful training and job performance are assessed. This means that speed of perception, elementary calculations, reconstruction of directives in working memory concept formation and visualisation are all involved.



ERROR DETECTION

Perceptual speed in scanning and recognising errors correctly (measures the ability to spot mistakes).

REASONING CATEGORIES

Ability to process, follow and evaluate arguments logically at an advanced level.

WORD RULES

Working memory; ability to process rules involving words.

ALPHABET

Perceptual speed when carrying out literacy tasks proficiently.

ORIENTATION

Ability to visualise and mentally manipulate shape.

NUMBER FLUENCY

Ability and confidence to reason with numbers quickly.

ODDS AND EVENS

Working memory; ability to process rules involving numbers.

DEDUCTIVE REASONING

Ability to process, follow and evaluate arguments logically at a general level.

MOTIVATIONAL ASSESSMENTS

JOIN

(Jobs and occupations inventory) Vocational guidance assessment - measures interests and motivation in terms of careers.

BANDS

(Biological adaption to Night and Day scenarios)

This assessment measures an individual's natural biorythms or bodyclock to uncover the time an individual is most productive.



BEHAVIOURAL ASSESSMENTS

WORK STYLE PROFILE

(WSP) identifies the level of perceived self-awareness of an individual's work style. Seven work styles are assessed, and the report output will highlight the most preferred work style.

LEADERSHIP

Leadership model assesses set of traits that reveal themselves in the individual leader and manager operating in a dynamic and responsive way in contexts which are either fluid or structured.

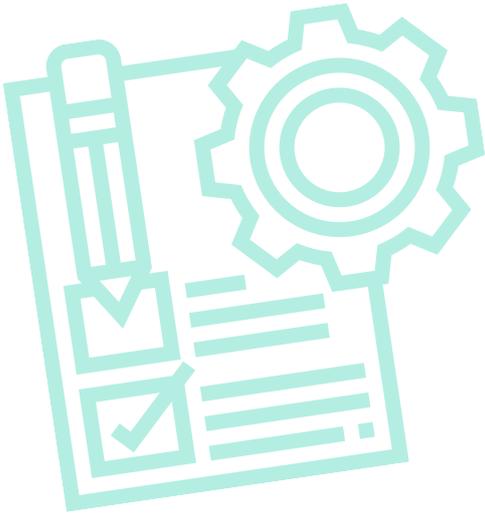
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The Mindmill Assessment Platform Landing Page can be fully customisable so that your employer brand is front, and centre and the assessment is seamlessly integrated as part of your application process.

As the candidate progresses through the process, they will send an invitation to complete an online assessment that has been mapped to the role they are applying for. The invitation will include a set deadline for completion of the assessment, information on the Mindmill assessments and notification of the next steps they are required to complete.

The Mindmill Assessment Platform will have the capacity to track the individual through all stages of the process. Macro data in terms of assessments issued, completed, scores, etc. will be available.

Individual and Campaign reports are produced, and candidates can be ranked by various factors including Capacity to Process Information, Job Role Match, Value or Culture Fit.



MINDMILL EVOLUTION PLATFORM

The Mindmill Assessment Platform is host to a much wider - MindMill system - Mindmill's Evolution Platform.

Via the Evolution platform, Mindmill can create a customised client portal entirely tailored to your organisation's needs, within a single cloud-based platform.

Mindmill Evolution Platform include services for:

- Talent Attraction.
- Role Mapping.
- Screening and Selection.
- Blended Assessments.
- Onboarding.
- Performance Management.
- Training & Development.
- Employee Engagement.



You can use as many or as few of the full services as your organisation requires.

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