

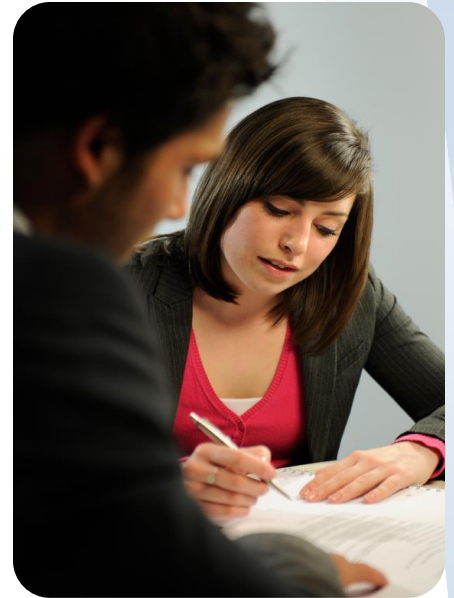


*W Consulting Company Limited*

# Professional Assessment Consulting

## *Revolution of Recruitment*

Many recruitment companies rely heavily on traditional methods such as interviews and CV screening to identify high performers. These methods are largely subjective, and most of the time they can only measure a single aspect of the candidates. To differentiate ourselves, W Consulting Company Limited is keen to offer our customers something **more objective, comprehensive and scientific!** We use a broad range of ready-to-use psychometric assessment tools to evaluate an individual from multiple dimensions, ranging from *skills and abilities* to *behavioural styles and work values*.



Ever wonder how you can double the accuracy of your hiring/selection decision? The answer is: **adding validated psychometric assessments to your traditional selection methods!**

By doing this, we will help you:

- capture candidate's **key competencies**
- benchmark candidate profile with your **job requirements**
- design **follow-up interview questions** to verify candidate's profile
- determine candidate's **suitability** for the job and for your company
- **predict candidate's performance** in professional work environment

### **Context in which our assessments are most valuable:**

- *Hiring & selection*
- *Promotion or succession planning*
- *Employee / team development*
- *Staff coaching & performance management*



## W Consulting Company Limited

As a **one-stop recruitment consulting company**, we are here to offer high quality assessment solutions which cater to the specific and dynamic needs of Your Company:

### **Benefits of Assessments:**

- **See the unseen** - provide additional information on those attributes which are crucial performance predictors but often "unobservable" in interviews
- **Select the "most fit"** - help you make an informed hiring decision and ensure only top talents are selected
- **Maximise hiring ROI** (Return on Investment) - double the accuracy of your hiring decision, avoid making an expensive mistake by hiring the wrong person
- **Leverage candidate experience** - impress the candidates with your structured hiring process and make you an employer of choice
- **A starting point of staff development** - pinpoint the job-related strengths and development areas of new/existing employees, which will help you bring the best out of the employees, while bridging the development gap to contribute to ultimate organisational success



#### **Common types of psychometric assessments:**

- **Ability tests** - enable you to measure and predict the information analysing and problem solving ability of an individual applicable to future job setting
- **Behavioural assessments** - allow you to reliably assess and identify an individual's natural behaviours and working style which are desirable for the specific job

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