

Eastside Primetimers Recruitment Services – Behavioural Assessment

What is behavioural assessment?

Behavioural assessment or psychometric profiling helps a recruitment panel to make a more informed and impartial decision when faced with two or three candidates who are excellent, but different. The tool can measure the soft skills required for a unique appointment, such as leadership attributes. It can explore how authentic they are, how they communicate, their relationship with status or how they embrace new ideas. These are all examples of indicators that can inform a decision and ensure the candidate fits the key needs of the role, so that the right hiring decision is made. This now forms part of Eastside Primetimers' offer for recruitment to senior team, interim and board roles in not-for-profit sector organisations.

What does the service include?

Assessment options

1. Behaviour Assessment Test – provides you with information on candidates that is difficult to ascertain from an interview, but which can help you avoid poor hiring decisions and assist in onboarding your new employee. This is particularly useful when making decisions on final stage candidates
2. Job Benchmarking – assists with understanding the soft skills required for success in a role – “if a job could talk and tell us what it needs to perform”
3. Individual Development – existing key staff retention and development
4. Transforming Team Dynamics – developing existing teams or new teams, after a change, reorganisation or new additions

All options include scoping, the assessment test(s) and full feedback with our qualified assessor.

Frequently Asked Questions

Q. Why use behavioural/psychometric assessments?

A. Research suggests that the most effective people are those who understand themselves - both their strengths and weaknesses – so that they can develop strategies to meet the demands of their environment.

Q. What should charities look for when recruiting?

A. Every role needs soft skills and by using a mix of two psychometric sciences, we are able to get an overall impression of how well each candidate has developed these and how they complement the range of experience needed in the role.

Q. How difficult are the questions?

A. To complete the assessment, a candidate is required to put various lists in *their* order of preference. We do recommend that they complete the process in one go for accuracy.

Q. How much time do they need to complete the assessment?

A. A candidate needs to complete the questions online at a steady pace without interruption. Experience shows that the assessment is typically completed in 10 to 20 minutes.

Q. How do candidates complete the assessment?

A. The assessment is completed online, so they must make sure they have a viable internet connection and are somewhere quiet. We will send a password protected link and full completion instructions. For accuracy, we recommend that they complete the assessment in one go, uninterrupted.

Q. Is there a pass mark?

A. No. The assessment is designed to give the recruitment panel guidance and additional insight that complements their review of applications and use of interview questions.

Q. Is it a personality test?

A. No, we don't measure personality. We measure behavioural preferences.

Q. Can candidates influence the results of the test?

A. No, the assessment is timed. It measures three different aspects of what makes them tick and the results are then triangulated - if they don't fit with each other, we know the individual has tried to influence the results. The best way for a candidate to represent themselves when completing the test is to answer the questions without "overthinking" them. That way, we will see an authentic representation of who they really are.

Q. How reputable is the psychometric tool being used?

A. The tools we use have been developed over thirty years and are used extensively worldwide, available in 27 languages. In the field of psychometrics, the repeatability or consistency of a measure is how we evaluate reliability.

Psychometric validation

The assessment consultant who administers our assessments is highly experienced, fully accredited and professionally certified to provide the result analysis and interpretations.

Our partners [Uimpact](#) conduct regular data norming, run Cronbach's Alpha (a test score reliability coefficient), use structured equation modelling and sampling, and routinely conduct data analysis to provide assessment consultants with the most validated and accurate assessment products on the market today. Their research is conducted from a non-discriminatory data pool of millions of individuals, collected over three decades by a research team incorporating more than 90 years of business, academic and neurological experience.

What clients say

“Following the merger of Bowel Cancer and Research with the Bowel Disease Research Foundation we were looking for a new CEO. It was essential that we recruited someone with empathy for both organisations, but the drive to make the merger successful. The insights we got from Eastside Primetimers and consultant Julia Perry about our candidates were very useful. In particular we thank her for going above and beyond in taking the time to talk through the behavioural profiles with our various stakeholders” - Paul Reynolds, Chair, Bowel Research UK

“Eastside Primetimers and Julia Perry were engaged by Age UK Islington to deliver a bespoke Leadership Development Coaching Programme for four department heads during a period of considerable change and development in our organisation. Julia’s experience as an accredited behavioural analyst enabled her to adapt her coaching style for the different personalities involved. The Coaching Programme was underpinned by an in-depth psychometric tool which accelerated specific insight and development, starting with measurable goals for each person and finishing with accountability to the organisation. As a leader, I valued the structure and accountability of the leadership programme, which allowed our four department heads to trust in the confidentiality of their individual sessions with Julia, while at the same time being accountable to the organisation and benefiting Age UK Islington overall” - Andy Murphy, Chief Executive, Age UK Islington

EP recruitment services - our wider experience and track record

Eastside Primetimers offers specialist executive recruitment and search services. With a substantial record of appointing to leadership roles on an interim, permanent, consultancy and board basis for a wide variety of social sector organisations - and as a social enterprise ourselves - we have a genuine understanding of the not-for-profit sector and of the staffing issues you face.

Our approach is bespoke and relationship-based. We take the time to get to know your organisation and to understand your needs, so that we are able to act as effective frontline ambassadors for you throughout the recruitment process and adapt our practice to your requirements.

How can we help you?

You can read more about our services at ep-uk.org. Please contact us on 020 7250 8334 or email bernice@ep-uk.org to discuss how we can help your organisation make a transformational change through specialist advice and support.