

SHL Certification

XAGE Consultancy is certified to administer the full range of SHL assessment products.

SHL was founded over 25 years ago and is the world leader in objective assessment in the workplace. SHL products have become the industry standard for workplace testing.

The assessment tools provided by XAGE Consultancy include:

OCCUPATIONAL PERSONALITY QUESTIONNAIRE (OPQ32)

Used by thousands of organisations across the world, the OPQ32 has demonstrated value in predicting job performance, minimising the risk of incorrect selection decisions and maximising developmental outcomes for people. The OPQ provides valuable information on an individual's preferred behaviour on 32 personality characteristics. Suitable for all levels.

MANAGEMENT GROUP (MGIB)

Predominantly used in conjunction with the OPQ32, an ability test is a timed test which is totally standardised and enables a very accurate comparison between candidates. Both are suitable for Graduate to Managerial level.

Verbal Critical Reasoning (VMG) - Measures the ability to evaluate the logic of various kinds of arguments.

Numerical Critical Reasoning (NMG) - Measures the ability to make correct decisions or inferences from numerical data.

BRAINSTORM (B1)

A fun test where candidates are given a number of challenging business situations and are required to provide as many solutions as they can. Suitable for Graduate – Managerial level where there is a requirement to think creatively or 'outside the box'.

FASTRACK (F2)

Assesses an individual's capacity to analyse new and incomplete information in order to make correct decisions. Suitable for Managers and Analysts.

SCENARIO (S3)

Tests managerial judgement in 16 hypothetical managerial situations. Suitable for Managers and Management trainees.

CRITICAL REASONING TESTS

Verbal Evaluation (CRTB VC1.1) - Measures the ability to understand and evaluate the logic of various kinds of written arguments. Suitable for Supervisors and Junior Managers.

Interpreting Data (CRTB NC2.1) - Measures the ability to make correct decisions from numerical data. Suitable for Supervisors and Junior Managers.

Diagrammatic Series (CRTB DC3.1) - Measures reasoning with diagrams and requires the recognition of logical rules governing sequences. Suitable for Supervisors and Junior Managers.

CUSTOMER CONTACT APTITUDE SERIES

Verbal Interpretation (CCAS VCC1) - Measures the ability to understand straightforward written sales and customer service related information in order to arrive at reasoned conclusions. Suitable for Sales, Customer Service and Call Centre staff.

Verbal Evaluation (CCAS VCC3) - As above yet at a higher level. Suitable for Sales and Customer Service Managers.

Numerical Interpretation (CCAS NCC2) - Measures the ability to understand and use numerical data in order to answer questions. The task is to use sales and customer service related tables provided in order to solve basic numerical problems. Suitable for Sales, Customer Service and Call Centre staff.

Numerical Evaluation (CCAS NCC4) - As above yet at a higher level. Suitable for Sales and Customer Service Managers.

APPLIED TECHNOLOGY SERIES

We also offer testing suitable for staff at all levels for technicians, engineers and Applied Technology Graduates. All tests use materials relevant to the industry including numerical calculations, mechanical principles and their applications to devices such as pulleys and gears and simple structures, logical systems, complex designs in two or three dimensions and interdependent symbols. Testing includes: **Numerical Estimation (ATS NTS2)**, **Mechanical Comprehension (ATS NTS3)**, **Fault Finding (ATS FTS4)**, **Spatial Checking (ATS STS5)**, **Diagrammatic Thinking (ATS DTS6)**

INFORMATION TECHNOLOGY TEST SERIES

We also offer testing suitable for staff at all levels for software developers, IT engineers, systems analysts, designers, draughts or data entry persons. All tests use materials relevant to the IT industry, including user manuals, technical manuals, computer text books, character strings, coded symbols, flow charts and computer text articles. Testing includes: **Verbal Reasoning (ITTS VIT1)**, **Numerical Testing (ITTS NIT1)**, **Computer Checking (ITTS CIT3)**, **Syntax Checking (ITTS CIT4)**, **Diagramming (ITTS DIT5)**, **Diagrammatic Reasoning (ITTS DIT6)** and **Spatial Reasoning (ITTS SIT7)**.

Tailor-made Assessment Tools

XAGE Consultancy can tailor-make assessment tools that address current issues and challenges within client company's.

The tailor-made activities are designed to assess the organisation's competencies and desired behaviours.

These tailor-made tools can include; group discussion activities, in-tray exercises, role-plays (both internal and external scenarios), case studies and/or prepared presentations.

Competency Based Interview Design and Training

XAGE Consultancy also designs frameworks for competency based interviews. Questions enable participants to demonstrate the behaviours within your competency framework.

In addition, XAGE Consultancy also provides training in interview skills for both HR and non-HR hiring Managers.