

Assessment Center Thema Group

Assessments are a reliable method to identify the qualities, talents and development points of your (potential) employees. Assessments reduce the chance of mistakes since they help more accurately predict the performance of future employees. Assessment centres provide you with a better and more complete picture of candidates, **thereby allowing you to make a well-considered choice.**

Thema Group has access to a wide range of test tools, which enables the customisation of the assessment programs according to your wishes and needs. The comprehensive reporting quickly provides you with a **complete picture of a candidate's potential.**

Different tests

Every organisation is different. What you expect from your (future) employees can be very different to what others expect. You are looking for tailor-made solutions. **Thema Group can help. You can choose from a wide range of different tests that can be used in the following forms.**

The single psychological test: You have a wide choice of tests relating to personality, capabilities, performance motivation, competencies, etc. Each test can be completed in 45 to 60 minutes. You will receive the result in the form of an extensive report.

The abridged assessment: This comprises three interrelated psychological tests along with an in-depth interview by our psychologist, and an extensive report. This assessment can be completed in half a day.

The complete assessment: The content is the same as that of the abridged assessment, supplemented with role-playing, with the participation of a professional and certified actor along with several assessors. This assessment takes a full working day. The reporting is done through an extensive written report supplemented with an oral explanation.

Examples of possible assessment packages:

Managers:

- Personality
- Work experience and intellectual abilities
- Analytical ability. Critical reasoning.
- Performance motivation

Prospective managers:

- Personality
- Work experience and intellectual abilities
- Leadership
- Critical reasoning for novice managers

Commercial positions:

- Personality
- Work experience and intellectual abilities
- Sales capabilities
- Performance motivation

When to use the tests?

- A recruitment & selection procedure. Sometimes to make a better choice from the last two final candidates, but mainly to take into account his or her personal development points in the training plan of the new employee.
- A personal development plan for your employee. To determine on which points the employee needs to develop further in order to grow in your organization.
- An outplacement trajectory. In which type of organization and type of position does your employee work best?
- Career development. Questions that arise in this context include, for example, in which direction your employee can best continue his career. Or what best suits his interests, personality and competences.

Assessment traject

The tests themselves are completely web-based. Participants can participate in the test at home or at work. If an interview or role play is part of the assessment, it will all take place at one of Thema Group's locations.

The test track looks like this:

- As a client, you contact Thema Group. Together with our psychologist it is determined which test is interesting for you.
- Together with the psychologist, you compose the desired competency level of the candidate. You therefore determine on which competencies the candidate is tested and to what extent he/she must meet these competencies.
- For a single web-based test, the participant will be invited by us via email to participate in the test. The participant will receive the login codes that are necessary to reach the test center via the internet and to take the test.
- In the shortened and extended assessment, the participant is invited to one of our offices. The assessment takes place in its entirety there.
- Within a few days after the assessment, we will prepare a report describing the results. As a client, you will receive an overview of the competencies that we have measured, supplemented with a clear conclusion about the strengths and development needs. If the assessment was used in a recruitment & selection process, we also give you advice about the suitability of the candidate for the position in question. The candidate is always the first to receive a copy of the report and must give explicit permission for the report to be sent to the client. Thema Group destroys the report after one year.

Reliability of our tests

Thema Group uses the tests of Pearson Benelux BV in its assessment center. As the largest in its industry for the Netherlands and Flanders, Pearson represents **more than 60 years of experience** in publishing and distributing scientifically substantiated psychological measurement instruments. Currently, the offer includes more than 300 different tests on personality, skills and interests, among other things.

Pearson's tests **score very high on reliability and validity** and are performed within Thema Group by a psychologist NIP (Netherlands Institute for Psychologists). As a result, we work according to the **guidelines and codes of conduct of the NIP**, based on the principles of responsibility, integrity, respect and expertise.

PRICES

Full assessment: € 2.400,-

Short assessment: € 1.250,-

Career coaching (half day): € 1.250,-

Career coaching (follow-up): € 85,- per hour

Single test of choice: € 475,-

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AVAILABLE TESTS

Personality

1. Sosie 2nd generation

“SOSIE” means “perfectly alike” in French. SOSIE is a questionnaire for mapping a person’s personality and values to enable the reliable prediction of the motivation, behaviour and adaptation of such person to a job or an organisational culture. Two people with the same personality traits may behave differently, depending on their value system.

A person’s values provide insight into their possible ‘match’ with a job or an organisational culture. They are deeply rooted and reveal a person’s motivations, beliefs, sources of satisfaction and preferences. A clash between someone’s personal values and the values of a job or organisation can quickly lead to disappointment in a job or organisation. SOSIE provides a realistic picture of a candidate’s behaviour and motivation by drawing a link between personality traits and values. By providing feedback at competency level, this picture can easily be compared to the requirements of a job or organisation.

Eight personality traits to measure behaviour in the work context:

Dominance, Responsibility, Stress Resistance, Sociability, Prudence, Original Thinking, Personal Relationships, Vitality

Six interpersonal values to identify what drives a person during an interaction with others:

Social Support, Conformity, Recognition, Independence, Altruism, Power

Six personal values to identify what drives persons in connection with the way they work and their professional activity:

Materialism, Performance Motivation, Variety, Persuasion, Order and Cleanliness, Goal Orientation

The SOSIE report makes it possible to assess competences such as:

- Self-directed ability
- Adaptability
- Innovation
- Emotional adaptation
- Sociability and Communication
- Teamwork
- Influence
- Decision-making and Autonomy
- Conducive Environment

Languages in which available

German, English, Spanish, French, Italian, Dutch, Portuguese

2. ORPHEUS-NL

Purpose

Orpheus-NL is a questionnaire, developed from an employment situation, that maps out a person's work style and focuses on the five main personality domains. The Integrity factor has also been added as a separate trait.

Description

Orpheus-NL comprises 5 main domains, the Integrity factor, apart from 7 smaller scales. The 5 main domains are Extraversion, Friendliness, Curiosity, Stability and Accuracy (comparable to Extraversion, Friendliness, Openness, Neuroticism and Conscientiousness). The Integrity factor has also been added, which will become the focus of increasing attention in procedures for mapping the personality of (future) employees in years to come. The smaller scales can be included in terms of Initiative, Creativity, Manipulation, Assertiveness, Honesty, Loyalty, and Openness. The questionnaire also contains a mechanism to gain insight into the consistency of the response pattern of the person completing the questionnaire. This indicates the person's approach to the questions.

Languages in which available

Dutch

3. PMT | Performance Motivation Test

- Measures productivity and attitude towards work
- Highly suitable for use in selection, guidance and counselling situations
- Measures performance motivation, positive performance anxiety and negative performance anxiety

Purpose

Measurement of productivity and attitude to work.

Description

The PMT contains the following three scales: Performance motivation; a relatively stable personality trait that leads to performance in specific situations. Positive performance anxiety; a disposition that becomes current in relatively unstructured situations (little overview, complex, new and unfamiliar) and that in some way have an important character for the person. Such situations give rise to an optimal state of tension in the person due to a positive performance anxiety, which causes him to function better than under normal circumstances. Negative performance anxiety; a fear that in such situations actually leads to dysfunction.

Language in which available

Dutch

1. DAT™ Next Generation:

Abstract Reasoning is a non-verbal, online and adaptive test. Abstract reasoning is defined as the ability to analyse information, recognise patterns and relationships, and solve new problems. Abstract reasoning tests are widely used by psychologists to measure general intelligence. This test measures 'fluid intelligence' that people use when working out new and unfamiliar problems. Individuals with higher scores on this test are more likely to learn or 'grasp' new things quickly, think laterally, solve unfamiliar problems and make sense of a confusing situation. As a non-verbal test it can be useful for (groups of) non-native speaking applicants.

Languages in which available

German, English, Spanish, French, Italian, Dutch, Portuguese, Turkish

Also available in the DAT™ Next Generation series: numerical skills, number sequences, spatial awareness, verbal analogies

Languages in which available

French, English, German, Spanish, Dutch

2. The Watson-Glaser™ Critical Thinking Appraisal III

The Watson-Glaser™ Critical Thinking Appraisal III is the revised version of the Watson-Glaser Critical Thinking Appraisal II. The revised version is time-bound and suitable for use in controlled as well as uncontrolled environments, which makes it a helpful selection tool for assessing critical thinking skills. W-G III consists of 40 multiple-choice questions (randomly generated from a large question database) and can be completed in 30 minutes.

The W-G III provides insight into the degree to which an individual can identify assumptions, evaluate arguments and draw conclusions. Critical reasoning abilities are important for roles involving the processing of large amounts of information, drawing logical conclusions, determining strategy, minimising risk and optimising organisational performance.

Languages in which available

Dutch, French, English, Spanish

3. Raven's™ APM-III

Raven's™ APM-III is designed to understand the general cognitive abilities of job applicants in an objective and efficient manner. This item-banked version is available in 14 different languages. The difficulty level and duration of this new version can be compared to Raven's APM-II and there is a correlation of 0.97 between two versions.

The test takes 40 minutes to complete, and consists of 23 items randomly selected from a large database. Using an 'item-banked' test greatly reduces the probability that two different participants will receive the same items. The test is designed to be taken either with or without supervision. RAVEN's is a reliable test that provides insight into the abilities relating to:

- Lateral thinking
- Mastering new concepts quickly
- Solving problems and completing tasks involving new information and unfamiliar situations

RAVEN'S is a non-verbal test that can be used with candidates who speak different languages, thereby eliminating language bias.

The 'Advanced Progressive Matrices' (APM) version of the RAVEN'S series is designed to be the difficult version of the Standard Progressive Matrices (SPM). This level makes the test extremely suitable for use with job applicants for roles such as supervisor, manager, technical professional, or for executive positions. The SPM version is usually used for entry-level and non-management positions.

Languages in which available

Danish, Dutch, English, Spanish, French, German, Italian, Norwegian, Portuguese, Swedish, Chinese, Japanese