

Psychometric Testing for SME's

“It is frightening how **accurate** the McQuaig Word Survey is.
It gives us an **insight** that **questioning never will**”

TM Group, HR Manager

Professional recruitment is now affordable,
practical and easy to use for SME's. Only £500.



Call 0800 043 3950 to get started **immediately**

www.holstgroup.co.uk info@holstgroup.co.uk www.psychometricblog.co.uk

SME Package

Have you ever recruited someone who seemed ideal but turned out to be a real problem?

Ever been stumped for questions to ask at an interview?

Did you know the average cost of a recruitment mistake is £10,125*?
Recruiting is always a challenge and getting it wrong is **NOT** an option for an SME.

The SME Package provides:

1. Access to online psychometric testing
2. Easy to use reports to help you pick the right person
3. Direct access to consultants with a proven track record of successful recruitment
4. **Bonus: tailored reports to manage, motivate and develop the successful candidate**
5. **Guarantee: full money back guarantee**

Discover how the SME Package will add value to your recruitment campaign:

	SME Package provides:	Your role is to:
Stage 1	A choice of role benchmarks and proven job ad structure and wording	Write job advert
Stage 2	CV screening checklist. Assess up to 4 candidates	Select short list
Stage 3	A 1 hr interview guide with overview, questions and easy candidate comparison	Interview
Stage 4	30 minute conference call with an expert to review candidate's suitability for the role	Decide
Bonus	Full managing, coaching & motivating guidelines	Employ, manage & motivate

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SME Package

Today's employment challenge:

In a recession it is important to identify the right people for key roles. The current influx of candidates makes the challenge even harder.

The opportunity to hire the 'right' people will ensure you respond to the inevitable upturn.

You have the right tools in place with the

SME Package:

- **Select** the right 'shortlist'
- **Measure** the applicants
- **Employ** the right individual



The SME Package in detail:

The **first stage** is to establish the job requirements. The basis of your job advert is derived from skills, knowledge, experience and even more critically - behaviours.

The **second stage** is to identify a short list of 4 candidates using our CV screening tips . We will help make sure candidates meet the job requirements. Our reports identify their

preferred 'ways of working' in preparation for the Interview.

The **third stage** is the interview itself. We will identify the key areas to be covered and give you a 1 hour Interview Guide. The Interview Guide is tailored for each candidate. You can use this to record your notes and 'rate' candidates in one easy document.

The **fourth stage** is the selection. One of our highly experienced consultants will, via a conference call, work with you to review the candidates.

We will help to identify that elusive 'right' person who will deliver and help your Business to grow.

And **finally as an exclusive bonus** we will provide you with full management reports for the successful candidate. These include coaching and motivating tips to get your new employee 'up to speed' and part of your team.

The Deal

At The Holst Group (being an SME ourselves) we recognise the importance of effective budgeting. The **SME** Package is accessed on a needs basis, delivers a high quality product and is extremely cost effective.

The **SME** Package is £500 and gives you access to all of the above.

We even build in a **money back guarantee!**

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SME Package

The **SME** Package uses The McQuaig System™, a psychometric assessment tool with proven results.

Its accuracy will surprise you.

Your bottom line will appreciate how much The McQuaig System™ can reduce your recruitment and training budget.

The McQuaig System™ was first published in 1967 and is used by 1000's of companies worldwide. SME's through to large household names like Caffe Nero, Marriott International and GE enjoy the benefits it provides.

Major associations in the UK such as the Psychometric Testing Centre (PTC) support this fully validated tool.

The Holst Group is the sole supplier of The McQuaig System™ in Europe and is a boutique provider of psychometric tests, consultancy & training.



The McQuaig Institute®

The Summary

At The Holst Group (being an SME ourselves) we recognise the importance of effective budgeting. The **SME** Package is accessed on a needs basis, delivers a high quality product and is extremely cost effective.

The **SME** Package is £500 giving you access to all the benefits.

We even build in a **money back guarantee!**

The Optional Extra—Interview Support

Need help interviewing objectively? Prefer a third party to handle the final interviews? Our consultants can help—contact us on 0800 043 4950 for support.

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