



# TRG plus<sup>®</sup> Matrix Product Catalogue

July 2009

Find out how The Rogers Group can make it easier to define jobs, assess candidates and retain employees

**THE ROGERS GROUP**

*we know people!*

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## INTRODUCTION

### Our New Product Catalogue for July 2009

Welcome to our new Product Catalogue. We are very proud to have included a considerable number of new products in our range this year and are sure that you will benefit from the additional areas we are now able to help you assess.

Employee assessment, whether for selection or development can be a complex area. Our expertise lies in offering you consultancy to assist you in your choices of the ideal assessment battery, no matter what your needs.

To help you with your choices we have put together below a series of TRG plus® Matrix Solution Packs. These solution packs are designed to manage the process for you with many of the most popular job roles. Whilst many of our customers utilise these solution packs, there will always be occasions when additional or special assessments are recommended as best practice. We would be pleased to advise you of the best options to suit your needs.

We offer a wide range of tests and assessments from a stable of 'World's Best Practice' suppliers. These are hosted on high security, 128 bit encrypted, web based platforms.

We offer our clients a one-stop-shop online assessment platform, which brings together "best of breed" recruitment, development and skills-based tests from a range of publishers. The platform currently has a wide range of online assessments – covering the whole range of pre-employment and development tools including cognitive ability, skills-based, emotional intelligence and industry specific tools (such as safety and integrity tests). It is designed to streamline the testing function, with the centralised platform allowing the delivery of a single candidate report which aggregates the results of multiple publishers.

We proudly boast exclusive access to the range of instruments from The McQuaig Institute®, the creator of the renowned and highly valid range of personality based instruments which comprise The McQuaig System™. The system includes job modelling tools, candidate assessment for selection and self development modules. The system is an integrated online internet based tool and offers a complete spectrum of contextual reports ranging from selection, through supervision and management, to development. Specialised leadership and sales based reports can be provided and the input documents are available in a range of languages.

You will see from the pricing structure that the solution packs and individual assessments require a very low investment, particularly when compared to the extremely high cost of making a mistake. Our goal is to help you use our assessment batteries to reduce the risk in selecting the right person and increase the effectivity of developing team members already on board. The use of such systems has been reliably shown, time and time again, to provide a very high return on investment, not only in the areas of reduced attrition and increased productivity, but also in some more subtle factors, such as reduced Workers' Compensation premiums and increased customer service indices.

We urge you to contact one of our consultants today on 1300 ROGERS (764377) to discuss how we can help you implement these improvements.

## TRG plus® Matrix Solution Packs

TRG plus® Matrix Solution Packs are a great way to quickly and seamlessly assess and select team members against 'ready now' assessment packs comprising recommended solutions based directly on the role type.

Typically, The Rogers Group recommends assessments as part of a solution for a role. TRG plus® Matrix solution packs can be accessed directly over the Internet on the TRG plus® platform, or they can be embedded in your current recruitment and development platform.

**Opposite are some of the most popular examples of our Solution Packs.**

**REMEMBER - The prices you see in this catalogue are what you will actually pay, there are no additional hidden fees and charges. All telephone consultancy about test procedures, results and recommended further action is included. All prices are however, subject to GST at the rate current at time of order.**

Management	Customer Service
<i>Cognitive:</i> High-level verbal, numerical, abstract.	<i>Cognitive:</i> Basic to mid level verbal, abstract.
<i>Personality:</i> Results drive, ambition, decisiveness, delegating, coaching, strategic orientation. McQuaig Word Survey® Leadership Profile with Summary and specific analysis of Motivating and Teambuilding; Decision Making and Problem Solving; Leading Change and Developmental Considerations.	<i>Personality:</i> Responsibility, teamwork, extraversion, conscientiousness, self-organisation. McQuaig Word Survey® Profile with Summary and specific analysis of Communication and Selling Styles. Management Overview and full Interpretation reports.
<i>Special:</i> Emotional Intelligence	<i>Special:</i> Disposition, communication, individual attention and competence, Employee Reliability.
<i>Role/Norms:</i> Executive, Financial Controller, Sales, Operational, Retail, Franchise Manager.	<i>Role/Norms:</i> Retail, Sales Assistant, General Workforce, Travel.

**Call Centre**

<i>Cognitive:</i> Basic verbal, numerical, abstract.
<i>Personality:</i> Achievement, collaboration, teamwork, stress resilience, responsibility. McQuaig Word Survey® Profile with Summary and specific analysis of Communication and Selling Styles. Management Overview and full Interpretation reports.
<i>Special:</i> Customer Service, Employee Reliability.
<i>Role/Norms:</i> Inbound/Outbound, General Workforce, Finance.

**Sales & Marketing**

<i>Cognitive:</i> Mid level verbal, numerical, abstract.
<i>Personality:</i> Need for results, ambition, sociability independence, competitiveness, restless drive. McQuaig Word Survey® Selling Style report with Selling Style Summary and specific analysis of Prospecting, Presentation and Closing.
<i>Special:</i> Emotional Intelligence
<i>Role/Norms:</i> Sales Assistant, Account Manager, Business Development, Sales Manager, Marketing Manager. Role specific through use of McQuaig Job Survey® job modelling.

**Office Administration/Clerical**

<i>Cognitive:</i> Basic to mid verbal, numerical, abstract.
<i>Personality:</i> Attention to detail, self-organisation, conscientiousness, teamwork, responsibility. McQuaig Word Survey® Profile with Summary and specific analysis of Communication; Task Orientation & Team Approach. Management Overview and full Interpretation reports.
<i>Special:</i> Employee Reliability, Desktop Software, Clerical
<i>Role/Norms:</i> Admin & Support, Government, Finance, Operations, PA, Data Entry.

**Graduate**

<i>Cognitive:</i> High verbal, numerical, abstract.
<i>Personality:</i> Achievement, innovation, teamwork, proactivity, collaboration. McQuaig Word Survey® Profile with Summary and specific analysis of Communication; Leadership Profile; Task Orientation and Team Approach. Management Overview and full Interpretation reports.
<i>Special:</i> Emotional Intelligence.
<i>Role/Norms:</i> Accounting, Consulting, Government, Manufacturing, Sales & Marketing, Science & Engineering, Technical, IT & Telecoms, Operational, Finance.

**Analyst**

<i>Cognitive:</i> High verbal, numerical, abstract.
<i>Personality:</i> Independence, analytical style, innovation, detail focus, task-orientation, sensitivity. McQuaig Word Survey® Profile with Summary and specific analysis of Communication; Task Orientation and Team Approach. Management Overview and full Interpretation reports.
<i>Special:</i> Emotional Intelligence.
<i>Role/Norms:</i> Technical, Government, Finance, Operational, IT & Telecoms, Engineering.

**Trades**

<i>Cognitive:</i> Basic verbal, numerical.
<i>Personality:</i> Conscientiousness, teamwork, trust, responsibility. McQuaig Word Survey® Profile with Summary and specific analysis of Communication; Task Orientation and Team Approach. Management Overview and full Interpretation reports.
<i>Special:</i> Employee Reliability, Mechanical or Spatial-Visual Reasoning.
<i>Role/Norms:</i> Technical Students, Apprenticeships, Manufacturing, Team Leader, General Workforce.

## CATALOGUE OF ASSESSMENT INSTRUMENTS

### Introduction

In the following pages are categorised lists of the different styles of assessments available. These range from simple skills and abilities tests through behavioural instruments such as personality or emotional intelligence indicators on to industry specific instruments such as safety questionnaires and call centre audio simulations.

We have formulated three different purchasing plans to cater for the range of organisational needs, from infrequent users to the largest Corporate or Government organisation.

Simply call one of our consultants on 1300 ROGERS (764377) and we will help you determine which plan is best for you, we will even send you a planning graph so you can see how each of the plans perform at different usage levels. If you wish to start conservatively and upgrade later we can offer you additional conversion discounts for upgrading.

Whilst the price structure in our catalogue already reflects discounted rates in many cases, we are always willing to discuss bulk purchase discounts for large users and special cases.

Our client purchase plans are shown immediately below and, on the following pages, are categorised lists of our most popular assessments. We have access to many other forms of instrument for special needs, so please call us first if you cannot find what you are looking for.

### TRG plus® Matrix Plans

#### Skills and Abilities

<b>Express Plan</b>	For ad hoc (non-licensed) users of testing. No annual fee.	\$50 Administration Fee for access to system and support. Cost of assessments per catalogue.
<b>Annual Plan</b>	Annual Fee of \$2,300 pa. Designed for users of more than 50 candidate assessments per year	NO Administration Fee. Cost of assessments per catalogue.

#### Personality

<b>Essential Plan</b>	For ad hoc (non-licensed) users of testing. No annual fee.	Pre-paid batches of assessments discounted by batch size. Please call for guidance.
<b>Advantage Plan</b>	For regular users of testing. Designed for users of more than 50 candidate assessments per year Annual fee from \$3,350 pa dependent on licensing level.	Full 'Advantage' licence includes highly discounted fees for McQuaig personality profile analyses and reports. Assessments discounted by batch size. Please call for guidance.
<b>Corporate Plan</b>	For frequent users of testing and larger organisations. Annual fee from \$4,900 pa dependent on licensing level.	NO per candidate fee. Full 'Corporate' licence includes unlimited* McQuaig personality profile analyses and reports. *subject to fair use policy

#### Reports

• Candidate reports from assessments	<b>FREE</b>
• Group Ranked Report all activities	<b>FREE</b>
• Shortlist Report (per evaluation)	<b>\$30</b>
• Candidate Feedback Report (per Cand)	<b>\$10</b>

## COGNITIVE ABILITY ASSESSMENTS

### Abstract Reasoning

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	APTS: Abstract Reasoning Org.	Assesses ability to recognise and apply rules in a series of figures, and figures containing patterns. Assessment is in two parts. Section 1 contains 20 items to be completed in 15 minutes. Section 2 contains 22 questions to be completed in 15 minutes. Items consist of a series of pictures/ patterns that need to be completed.  <i>Useful for selection across a wide range of roles and levels. A sound predictor of problem solving ability.</i>	\$18.50
ACER	APTS: Abstract Reasoning Org. (S1 or S2)	Assesses ability to recognise and apply rules in a series of figures, and figures containing patterns. Available as two separate tests. Section 1 contains 20 items to be completed in 15 minutes. Section 2 contains 22 questions to be completed in 15 minutes. Items consist of a series of pictures/ patterns that need to be completed.  <i>Useful for selection across a wide range of roles and levels. A sound predictor of problem solving ability.</i>	\$11.00

### Combined

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Test of Reasoning Ability	Designed to assess general intellectual ability. Contains 70 items to be completed in 45 minutes. Consists of verbal (analogies, vocabulary, similarities and reasoning) and quantitative (number sequences, arithmetic reasoning and number matrices) items.  <i>Useful for selection of any role that requires general intellectual ability.</i>	\$22.00
Saville	Swift Analysis Aptitude	Combined test of verbal, numerical and diagrammatic reasoning. Contains 24 items to be completed in 18 minutes. Specifically focuses on ability to critically analyse verbal and numerical information, and to follow complex logical processes. Items consist of paragraphs of information, numerical tables, graphs and budgets, and diagrammatic problems.  <i>Useful for screening professionals, managers and graduates when time is of the essence.</i>	\$50.00
Saville	Swift Comprehension Aptitude	Combined 12 minute test of verbal comprehension, numerical comprehension, and error checking.  <i>Useful for screening of administrative, customer service, operational and commercial roles, especially when time is of the essence.</i>	\$41.00
Saville	Swift Technical Aptitude	Combined 10 minute test of diagrammatic, spatial and mechanical reasoning.  <i>Useful for assessing production workers, apprentices, engineers, designers and scientists working in technical roles</i>	\$41.00
SkillCheck	Identity: Cognitive Test	Assesses verbal, logical and numerical reasoning abilities. Test is comprised of 40 items to be completed in 12 minutes.  <i>Useful for roles that require medium level cognitive ability, especially when time is of the essence.</i>	\$25.00
SkillCheck	Identity: WorkSkills	Assess a variety of skills, such as mathematical & verbal reasoning, language, attention to detail and analysing skills. Contains 80 items (not-timed).  <i>Useful for lower level roles that require a moderate level of verbal and numerical ability and attention to detail.</i>	\$25.00

## COGNITIVE ABILITY ASSESSMENTS

### Numerical

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Advanced Test AQ/BQ	Advanced level quantitative reasoning. Contains 29 items to be completed in 20 minutes. Items include number sequences, arithmetic reasoning and number matrices.  <i>Useful for selection of high level roles, such as graduates, analysts and high level management, or other roles that require an advanced level of numerical ability.</i>	\$16.50
ACER	Higher Test PQ/MQ	Mid-level numerical reasoning. Contains 29 items to be completed in 20 minutes. Items include number sequences, arithmetic reasoning and number matrices.  <i>Useful for selection of medium to high level roles, such as professionals, managers and other roles that require a high level of numerical ability.</i>	\$15.00
ACER	Test of Employment Mathematics	Basic mathematical ability. Contains 32 items to be completed in 25 minutes. Items include fractions, averages, percentages, and graphical distances in measurement.  <i>Useful for selection of apprentices, trainees, and technical trades people who may need basic mathematical ability to perform in a role.</i>	\$7.50
ACER	Short Clerical	Basic arithmetic. Measures competence in routine calculations in the absence of calculators. Contains 60 items to be completed in 5 minutes. Items consist of addition and subtraction of two and three digit numbers, sums of money, multiplication and division of two digit numbers and sums of money.  <i>Useful for selection of employees for routine clerical positions.</i>	\$5.00
ACER	APTS: Quantitative Reasoning (S1&2)	Entry-level numerical reasoning. Comprised of section 1 and 2 from full APTS Quantitative Reasoning Org. Contains 48 items to be completed over a total of 22 minutes. Items consist of context free arithmetic and algebraic problems (sec 1) and arithmetic and algebraic problems involving "real life" settings (sec 2).  <i>Useful for roles that require a basic level of quantitative ability and problem solving.</i>	\$11.00
ACER	APTS: Quantitative Reasoning (S2)	Entry-level numerical reasoning. Contains 22 items to be completed in 12 minutes. Items consist of basic arithmetic and algebraic word problems involving a "real life" setting.  <i>Useful for selection of employees for roles that require a basic level of quantitative ability and problem solving.</i>	\$7.50
ACER	APTS: Quantitative Reasoning Org	Entry-level numerical reasoning. Measures understanding and ability to apply basic arithmetical processes in solving abstract and real life numerical problems. Contains 62 items broken up into three sections over a total of 30 minutes. Items consist of context free arithmetic and algebraic problems (sec 1), arithmetic and algebraic problems involving "real life" settings (sec 2), and complex real life mathematical problems (sec 3).  <i>Useful for roles where a moderate level of quantitative ability is required.</i>	\$15.00
SkillCheck	Math: General, Retail, or Accounting	Assesses mid-level mathematic ability. Tests specific to retail, accounting or general roles.  <i>Useful for selection of employees for entry-level roles, with specific relevance to retail and accounting.</i>	\$25.00

## COGNITIVE ABILITY ASSESSMENTS

### Specialised

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Mechanical Reasoning A/B	Mechanical reasoning. Assesses basic understanding of mechanical concepts, ability to visualise the movement of objects through space, and understanding of cause-effect relationship between mechanical components. Items consist of wheels, gears, levers, pulleys, weights, conveyer belts, pivots and springs. Contains 32 items to complete in 20 minutes.  <i>Useful for roles that require design, development, building repairing and servicing of machinery and engineering.</i>	\$18.50
ACER	APTS: Spatial Visual Reasoning	Spatial reasoning. Assesses ability to visualise and manipulate objects in 2 and 3 dimensional space. Items consist of visualisation/ deduction in 2 dimensions, visualisation/ deduction in 3 dimensions, and visualisation/ deduction of objects when observers view is changed. Contains 48 items in three parts, to be completed over a total of 30 minutes.  <i>Useful for roles that require a sense of space and visualisation ability, such as aeronautics, art and landscape and design.</i>	\$18.50

### Verbal

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Advanced Test AL/BL	Advanced level verbal reasoning. Contains 29 items to be completed in 15 minutes. Items include verbal analogies, vocabulary, similarities and verbal reasoning.  <i>Useful for selection of high level roles, such as graduates, analysts and high level management, or other roles that require an advanced level of verbal ability.</i>	\$16.50
ACER	Higher Test PL/ML	Mid-level verbal reasoning. Contains 29 items to be completed in 15 minutes. Items include verbal analogies, vocabulary, similarities and verbal reasoning.  <i>Useful for selection of medium to high level roles, such as professionals, managers, and any other roles that require a high level of verbal ability.</i>	\$15.00
ACER	Word Knowledge	Basic verbal ability. Measures knowledge of word meanings. Test takers are required to choose from 5 options, the word with the closest meaning. Contains 72 items to be completed in 10 minutes.  <i>Useful for selection of apprentices, clerical and administration staff.</i>	\$7.50
ACER	Applied Reading Test A/B	Reading comprehension. Measures ability to read and understand technical material, such as those encountered in technical and trade positions and training courses. Contains six passages and 32 items to be completed in 30 minutes.  <i>Useful for selection of apprentices, trade, technical and trainee employees. Also useful for identifying apprentices, trade, technical and trainees that may need remedial assistance with reading.</i>	\$18.50
ACER	APTS: Verbal Reasoning (S1&2)	Entry-level verbal reasoning. Available as two separate tests. Section one contains 30 items to be completed in 9 minutes. Items consist of vocabulary and synonyms. Section two contains 15 items to be completed in 6 minutes. Items consist of literary analogies.  <i>Useful for roles where a basic- moderate level of verbal proficiency is required.</i>	\$11.00

## COGNITIVE ABILITY ASSESSMENTS

### Verbal (continued)

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	APTS: Verbal Reasoning Org	Entry-level verbal reasoning. Assesses understanding of concepts represented in words, including reading simple text and comprehension. Contains 75 items broken up into 4 sections. Items consist of vocabulary (sec 1), literary analogies (sec 2), analogies and synonyms (sec 3) and sentence comprehension (sec 4).  <i>Useful for roles where a moderate level of verbal proficiency is required.</i>	\$15.00
SkillCheck	Reading Comprehension: general/ industrial	Reading comprehension. Measures ability to read and understand short passages of written information. Two versions- general, or industrial specific.  <i>Suitable for roles that require basic reading and comprehension.</i>	\$25.00

## BEHAVIOURS AND ATTITUDES

### Career planning

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
AIMS	Vocational Interests Australasia	Vocational guidance for undergraduates. Measures an individual's career interests using Holland's RIASEC theory in approximately 10 minutes. Report provides description of candidate's strongest career themes and a list of suggested occupations.  <i>Suitable for high school and university students.</i>	\$15.00

### Customer service

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
OPIC	CSEQ: Customer Service Excellence Questionnaire	Measures interpersonal & proactive competencies for delivery of customer service in approximately 15 minutes. Measures teamwork, self management, supporting customer relationships, influencing, results focused and initiative. The report also gives an overall CSEQ rating based on the scales that are most important in predicting overall customer service excellence.  <i>Suitable for selection of employees in call centre roles.</i>	\$30.00
SkillCheck	Service: Identity	Measures service knowledge in approximately 15 minutes. Assesses helping disposition, ability to be a team player, ability to manage stress, and reliability. The test also includes a candidness scale to ensure that questions are being answered honestly.  <i>Suitable for selection of employees for customer service oriented roles.</i>	\$25.00

### Emotional intelligence

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
Genos	EI Recruit	EI with recruitment focus. Assesses the way individuals think, feel and act with emotions at work in approximately 15 minutes. Assesses 5 specific emotional intelligence capacities: Emotional Recognition and Expression, Understanding Emotions, Emotional Reasoning, Emotional Management, and Emotional Control. Also in Italian.  <i>Suitable for selection of individuals across a wide range of roles and industries, especially roles that require a high level of interaction with people.</i>	\$30.00
Genos	EI Development	EI with development focus. Assesses the way individuals think, feel and act with emotions at work in approximately 15 minutes. Assesses 5 specific emotional intelligence capacities: Emotional Recognition and Expression, Understanding Emotions, Emotional Reasoning, Emotional Management, and Emotional Control. Comprehensive report provides tips for enhancing EI and a personal action plan. Accreditation required.  <i>Suitable for individuals desiring to understand and develop their EI skills.</i>	\$110.00

## BEHAVIOURS AND ATTITUDES

### Integrity

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
BayState	ERI® Employee Reliability Inventory	<p>Measures productive work behaviours with an emphasis on employee reliability/ integrity in approximately 15 minutes. Scales measured include freedom from disruptive drug and alcohol use, courtesy, emotional maturity, conscientiousness, trustworthiness, long term job commitment and safe job performance.</p> <p>Additionally measures likelihood that candidate will perform on the job in a safe manner and will not have a significant job accident. Strong research exists to suggest use of ERI significantly reduces workers compensation costs (average 40% reduction) and work related accidents (average 45% reduction). Also in Spanish.</p> <p><i>Particularly useful for measuring workplace accidents, unplanned and uncontrolled turnover, inventory productivity issues and overall job performance and for roles where safety is of high concern.</i></p>	\$25.00
SkillCheck	Risk-Free: Identity	<p>Assesses productivity/ reliability in approximately 15 minutes. Also assesses attitudes and tendencies toward trustworthiness, rules compliance, drug use, violence, and reliability. Includes a candidness scale to ensure that questions are being answered honestly.</p> <p><i>Particularly useful in roles that require a high level of integrity, and when overall job performance is an important concern.</i></p>	\$25.00

### Personality

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
McQuaig Institute	McQuaig Word Survey®	<p>The Word Survey is a highly valid, on-line, work based personality tool that measures an individual's underlying temperament or behaviour patterns – as well as his/her morale and adjustment on the job. Detailed factor scores and descriptions with correlation to a wide range of established behavioural competencies. 20 minutes approx untimed. Available in various languages including Asian languages.</p> <p>Produces large range of Contextual reports including:</p> <ul style="list-style-type: none"> <li>• Graph</li> <li>• Profile interpretation</li> <li>• Leadership profile</li> <li>• Selling style report</li> <li>• Interviewing questions</li> <li>• Management overview</li> <li>• Motivating factors</li> <li>• Strategies for coaching &amp; developing</li> <li>• Learning style</li> <li>• Team approach</li> <li>• Job Fit analysis</li> <li>• Interview Guide</li> </ul> <p>The System is available under licence for a fixed annual fee for unlimited use* (for which McQuaig Accreditation is required) or on an ad hoc basis with supervising consultancy, pre-purchased in batches of 5 units or greater (no accreditation required when used under supervision).</p> <p><i>Useful for selection of employees across a wide range of roles and industries, especially if ongoing development is an organisational priority.</i></p>	POA

## BEHAVIOURS AND ATTITUDES

### Personality

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
McQuaig Institute	McQuaig Job Survey®	<p>The Job Survey is an on-line, job definition tool that helps managers clearly and quickly define the behavioural requirements for any job at any level to make direct comparison of candidate scores in the Word Survey tool, be it a new or an existing position.</p> <p>Produces large range of Contextual reports including:</p> <ul style="list-style-type: none"> <li>• Graph</li> <li>• Profile interpretation</li> <li>• Leadership profile</li> <li>• Selling style report (English only)</li> <li>• Job-specific, behaviourally-based interviewing questions — general, sales or management</li> <li>• Job-specific, behaviourally-based reference checking questions — general, sales or management</li> <li>• Job Fit analysis</li> <li>• Interview Guide</li> </ul> <p>The use of The Job Survey is complimentary when used in conjunction with a Word Survey analysis of a candidate.</p> <p><i>Useful for predefining behavioural benchmarks and creating job descriptions pre interview and making direct Job Fit comparison to candidates assessed using Word Survey tool.</i></p>	POA
McQuaig Institute	McQuaig Self-Development Survey®	<p>Self paced, action based Self Development tool focussing on direct action plans for specific agreed Strengths and Developmental Needs. Most powerful when used as part of a specific coaching plan, with agreed timelines and an appointed coach/mentor. Can be used in conjunction with all other McQuaig work based personality tools to enhance results.</p> <p>Contains specific reports including:</p> <ul style="list-style-type: none"> <li>• Graphical summary</li> <li>• Highlights of assets</li> <li>• Analysis of strengths &amp; developmental needs</li> <li>• Action items</li> <li>• Summary overview</li> <li>• Personal Action Plan (Strengths)</li> <li>• Personal Action Plan (Developmental Needs)</li> </ul> <p>The System is available under licence for a fixed annual fee for unlimited use* (for which McQuaig Accreditation is required) or on an ad hoc basis with supervising consultancy, pre-purchased in batches of 5 units or greater (no accreditation required when used under supervision).</p> <p><i>Useful for graduate, leadership and management development programs where behavioural action plans can create high impact.</i></p>	POA
McQuaig Institute	McQuaig Occupational Test®	<p>This test indicates an individual's level of general mental ability; the test measures several key components of "intelligence". MOT test scores correlate highly with scores of intelligence. (Items assess vocabulary, verbal reasoning skills and ability to perform simple mathematical functions). Due to its timed nature, The MOT screens efficiently for "bright" personnel who perform well under pressure in business settings. 15 Minutes timed.</p> <p><i>Useful for selection of high level roles, such as graduates, analysts and mid to high level management and other roles that require a high level of mental agility.</i></p>	\$43.00

## BEHAVIOURS AND ATTITUDES

### Safety

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
BayState	ERI® Employee Reliability Inventory: Safety scale only	Measures likelihood that candidate will perform on the job in a safe manner and will not have a significant job accident in approximately 15 minutes. Strong research to suggest use of ERI significantly reduces workers compensation costs (average 40% reduction) and work related accidents (average 45% reduction). Also in Spanish.  <i>Useful for selection of individuals for roles where safety is of high concern.</i>	\$25.00
Psyfactors	Situational Safety Awareness SSA	Measures a candidate's safety attitudes and safety competency in approximately 30 minutes. Assesses (1) Safety Attitudes (risk avoidance, safety control, safety diligence, team safety orientation), (2) Safety Competency (Hazard awareness, mental alertness, safety habits, perception and comprehension, and safety self awareness, and (3) Personal Status (coping).  <i>Useful for roles that require a high level of vigilance, and where safety is of high concern.</i>	\$25.00

## INDUSTRY AND SKILL SPECIFIC ASSESSMENTS

### Accounting

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	Accounting Clerical Skills	Available as separate tests. Various tests assessing clerical skills specific to accounting roles, such as Accounts Receivable/Payable, Accounting maths.  <i>Suitable for accounting clerical roles.</i>	\$25.00
SkillCheck	Accounting/ Book Keeping: TalentScout	Time adaptive test, whereby question difficulty and type varies depending on candidate's response to a particular question. Assesses a variety of skills critical to accounting and book keeping, such as Accounting, Spreadsheet Skills, Verbal & Mathematical Reasoning.  <i>Suitable for accounting book keeping roles.</i>	\$25.00

### Call centre

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	Call Centre Skills	Available as separate tests. Various tests assessing common skills required in call centre roles, such as Error checking, Coding, Data Entry, 10 key test & Typing.	\$25.00
SkillCheck	Call Centre: TalentScout	Measures customer Service Orientation, audio data entry speed and accuracy and includes an audio based simulation of a call centre customer service environment which asks the candidate to interact with customers to solve problems and provide information. The Customer Service Simulation is adaptive so the time taken will depend on the success of the test taker.  <i>Suitable for selection in call centre roles.</i>	\$25.00
SkillCheck	Call Centre: Sales Scenario (Audio)	Test assesses candidate skills using realistic simulations of a call centre sales representative interacting with prospective clients. Reported scales include prospecting, information gathering, overcoming objections and closing.  <i>Suitable for selection in call centre roles with a strong sales focus.</i>	\$25.00
SkillCheck	Call Centre: Customer Service (Audio)	Test assesses skills using realistic simulations of interactions with customers The report includes overall performance, manners, effectiveness, accuracy, analysis and follow-up.  <i>Suitable for selection in call centre roles.</i>	\$25.00

## INDUSTRY AND SKILL SPECIFIC ASSESSMENTS

### Computer skills

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	MS Desktop Software Skills	Available as separate tests, the tests assess common Microsoft desktop software skills such as Access, Outlook, Word, PowerPoint, Excel, Windows, MS Project.  <i>Useful for selection of individuals in roles that require knowledge and understanding of MS desktop software.</i>	\$25.00
SkillCheck	Essentials: Computer Literacy	Measures ability to utilise computer hardware and software components, including ability to identify important hardware components, use of computer operating systems, perform common application functions, use electronic mail and browsing applications, and to find and communicate information.  <i>Useful for selection of individuals in roles that require knowledge and understanding of hardware and software.</i>	\$25.00
SkillCheck	Computer and Internet User: TalentScout	Time adaptive test bundle, whereby question difficulty and type varies depending on candidate's response to a particular question. Assesses skills across a variety of computer and internet applications including Computer Concepts, Operating Systems and Software, Electronic Communication.  <i>Useful for selection of individuals in roles that require well rounded knowledge and understanding of computer and internet applications.</i>	\$25.00
SkillCheck	Office 2000 User: TalentScout	Time adaptive test bundle, whereby question difficulty and type varies depending on candidate's response to a particular question. Assesses candidate's skills across a variety of office 2000 programs, including Word, Excel, PowerPoint.  <i>Useful for selection of individuals in roles that require knowledge and understanding of MS Office 2000, especially when time is of the essence.</i>	\$25.00

### Health

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	Healthcare: Identity	Attitudes and environmental understanding. 10 minutes.	\$25.00

## INDUSTRY AND SKILL SPECIFIC ASSESSMENTS

### Light industrial/trade

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Mechanical Reasoning A/B	Mechanical reasoning. Assesses basic understanding of mechanical concepts, ability to visualise the movement of objects through space, and understanding of cause-effect relationship between mechanical components. Items consist of wheels, gears, levers, pulleys, weights, conveyer belts, pivots and springs. Both versions contain 32 parallel items to complete in 20 minutes.  <i>Useful for roles that require design, development, building repairing and servicing of machinery, and engineering.</i>	\$18.50
ACER	APTS: Spatial Visual Reasoning	Spatial reasoning. Assesses ability to visualise and manipulate objects in 2 and 3 dimensional space. Items consist of visualisation/ deduction in 2 dimensions, visualisation/ deduction in 3 dimensions, and visualisation/ deduction of objects when observers view is changed. Contains 48 items in three parts, to be completed over a total of 30 minutes.  <i>Useful for roles that require a sense of space and visualisation ability, such as aeronautics, art and landscape and design.</i>	\$18.50
SkillCheck	Light Industrial: TalentScout	Time adaptive test, whereby question difficulty and type varies depending on candidate's response to a particular question. Assesses a variety of skills required in industrial roles, such as Math, Inspection, Assembly, Drug-Free Attitude, Reliability, Trustworthiness, Candidness.  <i>Useful for selection in industrial, process, manufacturing, and other similar roles.</i>	\$25.00

### Office administration

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	Admin Clerical Skills	Available as separate tests: Variety of tests measuring essential clerical and office skills such as Grammar, Spelling, Filing, Vocab, Proofreading (Error Detection), Typing, Checking, Coding, Message Taking, Receptionist & Sec Skills.  <i>Useful for selection of individuals in administrative/ clerical roles.</i>	\$25.00

## THE ROGERS GROUP SERVICES

### Accreditation and workshops

<i>Type</i>		<i>Retail</i>
McQuaig	Interactive workshop based program using real data and situations. Materials include technical references, interpretation guides and case studies. 2 days	\$910 pp
McQuaig	Advanced/Refresher Training. 1 day	\$560 pp

### Sales and product enquiries



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