



THE ROGERS GROUP

GOING ABOVE LOOKING BEYOND

SCREEN/TEST
ASSESSMENT
SERVICES

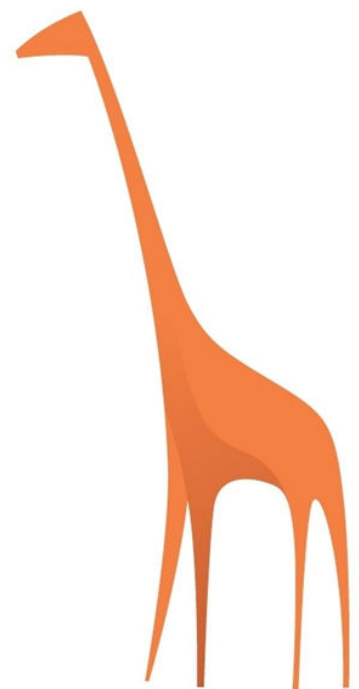
Product Catalogue

SCREEN/TEST
ASSESSMENT
SERVICES

January 2015

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INTRODUCTION

Our New Product Catalogue for January 2015

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 Screen/Test 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 Screen/Test Solution Packs

TRG Screen/Test 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 Screen/Test solution packs can be accessed directly over the Internet on the TRG Screen/Test 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		Sales & Marketing	
<i>Cognitive:</i>	Basic verbal, numerical, abstract.	<i>Cognitive:</i>	Mid level 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>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>	Customer Service, Employee Reliability.	<i>Special:</i>	Emotional Intelligence
<i>Role/Norms:</i>	Inbound/Outbound, General Workforce, Finance.	<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		Graduate	
<i>Cognitive:</i>	Basic to mid verbal, numerical, abstract.	<i>Cognitive:</i>	High 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>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>	Employee Reliability, Desktop Software, Clerical	<i>Special:</i>	Emotional Intelligence.
<i>Role/Norms:</i>	Admin & Support, Government, Finance, Operations, PA, Data Entry.	<i>Role/Norms:</i>	Accounting, Consulting, Government, Manufacturing, Sales & Marketing, Science & Engineering, Technical, IT & Telecoms, Operational, Finance.
Analyst		Trades	
<i>Cognitive:</i>	High verbal, numerical, abstract.	<i>Cognitive:</i>	Basic verbal, numerical.
<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>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>	Emotional Intelligence.	<i>Special:</i>	Employee Reliability, Mechanical or Spatial-Visual Reasoning.
<i>Role/Norms:</i>	Technical, Government, Finance, Operational, IT & Telecoms, Engineering.	<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 Screen/Test Plans

Matrix Skills and Abilities

Express Plan	For pre-paid ad hoc (non-licensed) users of testing. (best for users of fewer than 50 candidates per annum) No annual fee.	\$50 pre-paid Administration Fee per candidate tested for access to system and support. Cost of assessments per catalogue.
Annual Plan	Annual Fee of \$3,450 pa. Designed for users of more than 50 candidate assessments per year	NO Administration Fee. Cost of assessments per catalogue.

McQuaig Personality

Essential Plan	For ad hoc (non-licensed) users of testing. No annual fee.	Pre-paid batches of assessments discounted by batch size. Please call for guidance.
Advantage Plan	For regular users of testing. Designed for users of more than 50 candidate assessments per year Annual fee from \$3,500 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.
Corporate Plan	For frequent users of testing and larger organisations. Annual fee from \$5,500 pa dependent on licensing level.	NO per candidate fee. Full 'Corporate' licence includes unlimited* McQuaig personality profile analyses and reports. <small>*subject to fair use policy</small>

Reports

• Candidate reports from assessments	FREE
• Group Ranked Report all activities	FREE
• Shortlist Report (per evaluation)	\$30

COGNITIVE ABILITY ASSESSMENTS

Combined

Publisher	Product	Description	Retail
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
Hogan	Hogan Business Reasoning Inventory (HBRI)	The HBRI assesses critical reasoning and reflects the core requirements of effective decision making skills through an analysis of both strategic and tactical reasoning ability. In order to evaluate these two forms of problem solving and determine an overall measure of critical reasoning, the HBRI uses quantitative, verbal and graphical material. Contains 24 items, completed in approx 25 minutes, untimed. Reporting available as a Data Report or a Full Business Reasoning Report. <i>Useful for selecting high performing, powerful decision makers with advanced problem solving ability.</i>	\$50.00 Data Report \$75.00 Full Report
McQuaig Institute	McQuaig Occupational Test® (MOT)	The MOT is a unique, combined measure of workplace intelligence focusing on both power and speed of general intelligence, giving a measure of Mental Agility. Items assess mathematical and numeric sequences, vocabulary, verbal reasoning, logic and general reasoning. Due to its timed nature, The MOT screens efficiently for "bright" personnel who perform well under pressure in business settings. Contains 50 items to be completed in 15 Minutes. <i>Useful for selection of high level roles, such as graduates, analysts, mid to high level management and other roles where speed of thinking as well as overall general mental ability is important.</i>	\$43.00
Saville	Swift Executive Aptitude	Combined test of verbal, numerical and abstract reasoning. It focuses on ability to critically analyse verbal and numerical information, and to analyse complex relationships between patterns. 18 mins. <i>Useful for screening senior managers and executive.</i>	\$55.00
Saville	Swift Analysis Aptitude	Combined test of verbal, numerical and diagrammatic reasoning. 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, 24 items. 18 mins. <i>Useful for screening professionals, managers and graduates when time is of the essence.</i>	\$55.00
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>	\$46.00
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>	\$46.00

COGNITIVE ABILITY ASSESSMENTS contd.**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-High 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

COGNITIVE ABILITY ASSESSMENTS contd.

Numerical contd.

Publisher	Product	Description	Retail
ACER	APTS: Quantitative Reasoning Org.	<p>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).</p> <p><i>Useful for roles where a moderate level of quantitative ability is required.</i></p>	\$15.00
SkillCheck	Math: General, Retail , or Accounting	<p>Assesses mid-level mathematic ability. Tests specific to retail, accounting or general roles</p> <p><i>Accounting Math skills available in standard or advanced.</i></p> <p><i>Useful for selection of employees for entry-level roles, with specific relevance to retail and accounting.</i></p>	\$25.00
ACER	Select General Numerical	<p>An updated version of the ACER Higher Test MQ/PQ, this assessment measures mid-level numerical reasoning. Includes 34 items consisting of number sequences, arithmetic reasoning and number matrices. 20 mins.</p> <p><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></p>	\$17.50
ACER	Professional Select Numerical	<p>An updated version of the ACER Advanced Test AQ/BQ, this assessment measures advanced level quantitative reasoning. Includes 29 items consisting of number sequences, arithmetic reasoning and number matrices. 20 mins.</p> <p><i>Useful for selection of high level roles, such as graduates, analysts, high level management and roles that require and advanced level of numerical ability.</i></p>	\$19.00
Saville	Numerical Analysis Aptitude	<p>Measures a range of numerical analysis aptitude areas including (1) Understanding table, (2) Comprehending graphs, (3) Making numerical inferences, (4) Evaluating quantities and (5) Comparing data. Provides one overall score demonstrating potential for numerical critical analysis. 32 questions. 24 mins.</p> <p><i>Useful for screening of graduates, professionals, managers, senior managers and executives.</i></p>	\$33.00

COGNITIVE ABILITY ASSESSMENTS contd.**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-High 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
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

COGNITIVE ABILITY ASSESSMENTS *contd.*

Verbal *contd.*

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Select General Verbal	<p>An updated version of the ACER Higher Test ML/PL, this assessment measures mid-level verbal reasoning. Includes 34 items consisting of verbal analogies, vocabulary, similarities and verbal reasoning. 15 mins.</p> <p><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></p>	\$17.50
ACER	Professional Select Verbal	<p>An updated version of the ACER Advanced Test AL/BL, this assessment measures advanced level verbal reasoning. Includes 29 items consisting of verbal analogies, vocabulary, similarities and verbal reasoning. 15 mins.</p> <p><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></p>	\$19.00
Saville	Verbal Analysis Aptitude	<p>Measures a range of verbal analysis aptitude areas including (1) Understanding word meaning, (2) Comprehending test, (3) Making verbal inferences, (4) Evaluating written materials and (5) Comparing arguments. Provides one overall score demonstrating potential for verbal critical analysis. 32 questions. 24 mins.</p> <p><i>Useful for screening of graduates, professionals, managers, senior managers and executives.</i></p>	\$33.00

COGNITIVE ABILITY ASSESSMENTS contd.

Abstract / Diagrammatic

Publisher	Product	Description	Retail
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
Saville	Diagrammatic Analysis Aptitude	Measures a range of aptitude areas for solving diagrammatic problems. This includes areas: (1) Understanding logic rules, (2) Comprehending process diagrams, (3) Identifying causes, (4) Finding faults and (5) Comparing flowchart sequences. Provides one overall score demonstrating potential for diagrammatic reasoning. 24 mins. <i>Useful for screening of graduates, professionals, managers, senior managers and executives.</i>	\$33.00
ACER	Test of Abstract Reasoning (TAR)	An updated version of the APTS Abstract Reasoning, the TAR is specifically designed for the HR market and assesses the potential to solve novel problems through the individual's ability to recognise and apply rules in a series of patterns and figures. TAR 45 (45 Questions) 20 mins TAR 60 (60 Questions) 25 mins <i>Useful for selection across a wide range of roles and levels. A sound predictor of problem solving ability. Assessment uses minimal language.</i>	\$25.00 \$30.00

COGNITIVE ABILITY ASSESSMENTS contd.

Technical

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
ACER	Mechanical Reasoning A/B	<p>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.</p> <p><i>Useful for roles that require design, development, building repairing and servicing of machinery and engineering.</i></p>	\$18.50
ACER	APTS: Spatial Visual Reasoning	<p>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.</p> <p><i>Useful for roles that require a sense of space and visualisation ability, such as aeronautics, art and landscape and design.</i></p>	\$18.50
Saville	Swift Technical Aptitude	<p>Combined test of diagrammatic, spatial and mechanical reasoning. 10 mins.</p> <p><i>Useful for assessing production workers, apprentices, engineers, designers and scientists working in technical roles.</i></p>	\$46.00

BEHAVIOURS AND ATTITUDES

Career planning

Publisher	Product	Description	Retail
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

Publisher	Product	Description	Retail
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

Emotional intelligence

Publisher	Product	Description	Retail
Genos	EI Recruit	EI with recruitment focus. Assesses the way individuals think, feel and act with emotions at work in approximately 25 minutes. Assesses 7 specific emotional intelligence capacities: Emotional Self Awareness; Emotional Expression; Emotional Awareness of Others; Emotional Reasoning; Emotional Self-Management; Emotional Management of Others and; Emotional Self-Control. <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>	\$55.00
Genos	EI Development NB: This Tool is ONLY available to accredited Genos Interpreters	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 contd.

Integrity

Publisher	Product	Description	Retail
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>	\$35.00

Personality

Publisher	Product	Description	Retail
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"> • Graph • Profile interpretation • Leadership profile • Selling style report • Interviewing questions • Management overview • Motivating factors • Strategies for coaching & developing • Learning style • Team approach • Job Fit analysis • Interview Guide <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 contd.

Personality contd.

Publisher	Product	Description	Retail
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"> • Graph • Profile interpretation • Leadership profile • Selling style report (English only) • Job-specific, behaviourally-based interviewing questions — general, sales or management • Job-specific, behaviourally-based reference checking questions — general, sales or management • Job Fit analysis • Interview Guide <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"> • Graphical summary • Highlights of assets • Analysis of strengths & developmental needs • Action items • Summary overview • Personal Action Plan (Strengths) • Personal Action Plan (Developmental Needs) <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>The MOT is a unique, combined measure of workplace intelligence focusing on both power and speed of general intelligence, giving a measure of Mental Agility. Items assess mathematical and numeric sequences, vocabulary, verbal reasoning, logic and general reasoning. Due to its timed nature, The MOT screens efficiently for "bright" personnel who perform well under pressure in business settings. Contains 50 items to be completed in 15 Minutes.</p> <p><i>Useful for selection of high level roles, such as graduates, analysts, mid to high level management and other roles where speed of thinking as well as overall general mental ability is important.</i></p>	\$43.00

BEHAVIOURS AND ATTITUDES contd.

Safety

Publisher	Product	Description	Retail
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>	\$35.00
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. Specific tests include building construction, civil construction, industrial, mining, road transport and aviation.</i>	\$40.00
Psyfactors	Situational Safety Awareness (SSA) – Admin & Utilities	The SSA Admin & Utilities version is a short form of the comprehensive SSA test focusing on key behaviours for lower hazard roles. It assesses personal status, safety preferences and safety behaviours. This version consists of 85 questions which are suitable for rapidly assessing safety readiness. <i>Useful for lower hazard roles such as administration and retail roles.</i> <i>This is an upgraded form of the superseded BST with improved predictive reliability. The enhancements include an improved fatigue scale and the addition of the conscientiousness scale.</i>	\$40.00
Psyfactors	Training Needs Analysis	A training needs report is available in <u>addition</u> to the Situational Safety Awareness reports normally generated. This details the predominant training needs and offers suggestions for main training areas and objectives. Please note this is only available for candidates who have already completed a Situational Safety Awareness test.	\$20.00

INDUSTRY AND SKILL SPECIFIC ASSESSMENTS

Accounting

Publisher	Product	Description	Retail
SkillCheck	Accounting Clerical Skills	Available as <u>separate</u> tests. Various tests assessing clerical skills specific to accounting roles, such as Accounts Receivable/Payable, Accounting maths. Accounting Math skills available in standard or advanced. Suitable for accounting clerical roles.	\$25.00 Per skill area

Call centre

Publisher	Product	Description	Retail
SkillCheck	Call Centre Skills	Available as <u>separate</u> tests. Various tests assessing common skills required in call centre roles, such as Proofreading (Error Detection), Checking, Coding, Data Entry – Alphanumeric/or numeric, 10 key test & Typing.	\$25.00 Per skill area
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. Suitable for selection in call centre roles with a strong sales focus.	\$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. Suitable for selection in call centre roles.	\$25.00
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. Suitable for selection of employees in call centre roles.	\$30.00

INDUSTRY AND SKILL SPECIFIC ASSESSMENTS contd.

Computer skills

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
SkillCheck	MS Desktop Software Skills	<p>Available as <u>separate</u> tests, the tests assess common Microsoft desktop and Windows software skills such as Access, Outlook, Word, PowerPoint, Excel and Publisher.</p> <p>Most tests available for 2002-2007/XP in standard or advanced.</p> <p><i>Useful for selection of individuals in roles that require knowledge and understanding of MS desktop software.</i></p>	<p>\$25.00</p> <p>Per skill area</p>

Creativity

<i>Publisher</i>	<i>Product</i>	<i>Description</i>	<i>Retail</i>
Inventium	Creative Aptitude Test (ICAT)	<p>The ICAT is a psychometric assessment tool designed to measure and predict an individual's ability to think creatively at work. It assesses competencies such as generating novel and effective ideas, communicating and selling ideas, and level of commitment to thinking creatively at work. Taking into account the multidisciplinary nature of creativity, the ICAT measures across both behavioural and ability aspects of creativity at the individual level. 25 mins. Available as <i>Recruitment Report</i> or <i>Development Report</i>.</p> <p><i>Useful for selection and development of roles that require a high level of creative aptitude.</i></p>	\$120.00

INDUSTRY AND SKILL SPECIFIC ASSESSMENTS contd.

Light industrial/trade

Publisher	Product	Description	Retail
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

Office administration

Publisher	Product	Description	Retail
SkillCheck	Admin Clerical Skills	Available as <u>separate</u> 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 Per skill area
Saville	Swift Comprehension Aptitude	Combined test of verbal comprehension, numerical comprehension, and error checking. 12 mins. <i>Useful for screening of administrative, customer service, operational and commercial roles, especially when time is of the essence.</i>	\$46.00

THE ROGERS GROUP SERVICES

Accreditation and workshops

Type		Retail
McQuaig Interpreter Accreditation	Interactive workshop based program using real data and situations. Materials include technical references, interpretation guides and case studies. 2 days	\$1,595 pp

Sales and product enquiries



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