

Unlocking high-potential talent with
**psychometric
assessments**



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Introduction

In today's talent-driven landscape, online skill and ability assessments have emerged as indispensable tools for talent acquisition and management across diverse industries. Professionals now rely on behavioral, psychometric, and personality assessments to gain valuable insights and make informed decisions. These data-driven assessments have revolutionized the way organizations identify and nurture top talent, ensuring the right fit for each role and driving sustainable success.

They help understand candidates' behavior, psychometric intelligence, and personality traits, ensuring that suitable candidates are identified, hired, trained, and developed for critical roles, aiding organizational growth. Such tests use an unbiased, scientific method and help build successful teams and provide high-potential assessments for all levels of employees, enabling the identification of top performers and better outcomes for the organization.

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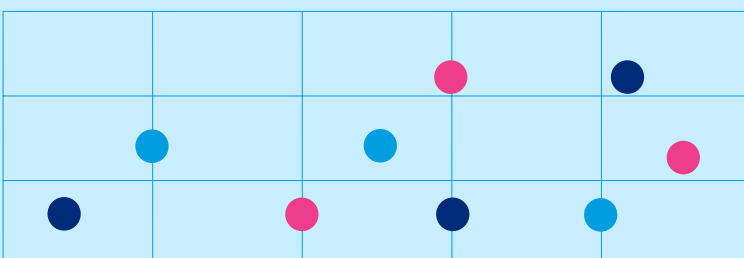
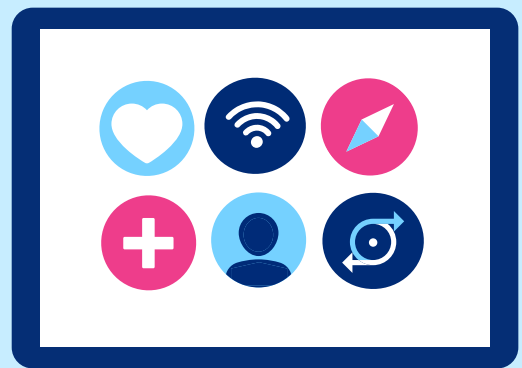
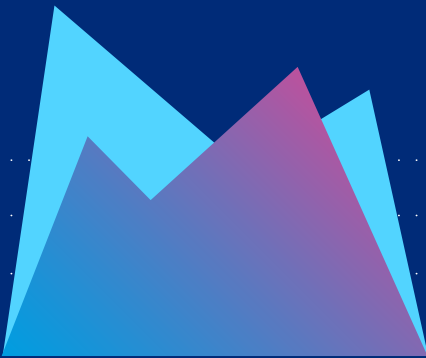


What are psychometric assessments?

Psychometric assessments offer an insightful revelation of a candidate's persona. They employ various formats, including multiple-choice questions, situational judgment scenarios, and interactive tasks, to evaluate different aspects of candidates' psychological makeup.

Psychometric tests can help create a unique learning and development roadmap with customizable assessment tools that help identify high-potential candidates for success across job roles and functions.

Psychometric tests assess candidates' personality, introversion/extroversion, intelligence, aptitude, emotional maturity, cognitive ability, and thinking patterns. These tests offer a 360-degree insight into candidates' values and judgments, leadership acumen, relationship success, and learning ability, identifying and nurturing key talents. Psychometric tests are also closely intertwined with behavioral tests.



Benefits of psychometric tests for learning and development programs

Psychometric tests play a pivotal role in bolstering learning and development programs, offering a plethora of benefits for talent decisions and growth:

Enhanced talent identification

Psychometric assessments provide valuable information about an individual's cognitive abilities, personality traits, and behavioral tendencies. This enables organizations to identify employees' strengths and developmental areas more accurately, facilitating targeted learning interventions.

Personalized learning paths

With psychometric insights, organizations can design personalized learning paths for employees. These tailored programs address individual skill gaps and preferences, resulting in more effective and engaging learning experiences.

Objective performance evaluation

Psychometric assessments provide an objective and standardized way to evaluate employees' performance and progress throughout the learning and development journey. This data-driven approach enhances performance appraisal and informs future development plans.

Improved learning outcomes

By aligning learning initiatives with employees' unique characteristics, psychometric assessments increase the likelihood of improved learning outcomes. Employees are more likely to grasp and retain knowledge, enhancing on-the-job performance.

The need for high-potential employees in organizations

High-potential employees possess extraordinary intellect, agility, and leadership. Some of the reasons to identify high-potential employees in an organization include:

They perform complex tasks efficiently and quickly

They contribute significantly to the organizational output

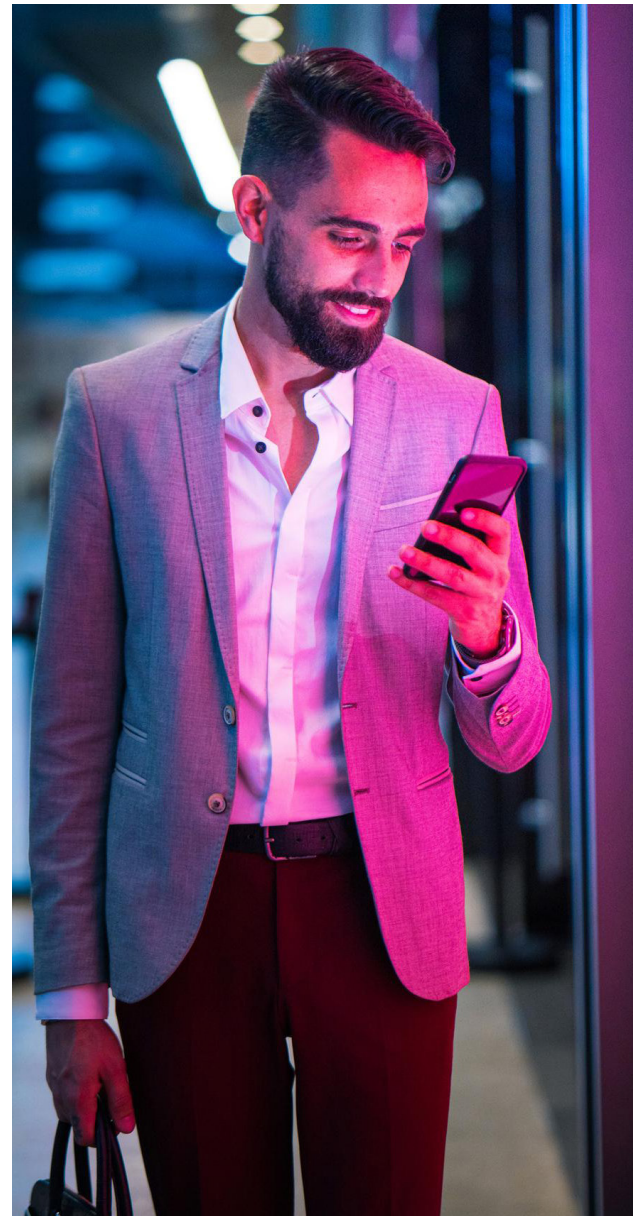
They are self-motivated and driven in nature

They are skilled in effective strategic planning

They help motivate others and improve team performance

They are proactive in tackling challenges and finding solutions to complex problems

They are easier to train, develop and retain because of their capability and drive to make a difference



Role of psychometric assessments in identifying high-potential employees

Psychometric assessments offer a multitude of benefits across various dimensions of workforce management. Among these, one critical application is the identification of candidates with high potential. High potential identification involves discovering employees with remarkable capabilities across functions, demonstrating the capacity and ambition to excel and become future leaders. These individuals consistently deliver exceptional performances that contribute to the organization's success. Leveraging psychometric assessments in this process enables organizations to pinpoint these high-potential talents accurately, paving the way for strategic talent development in an organization.

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How Mercer | Mettl can help

High-potential employees can be identified by assessing their leadership competencies, career drive, flexibility, learning ability, fungibility, and whether they will be a cultural fit.

Mercer | Mettl provides a standardized analytical method for identifying high-potential employees. Mercer | Mettl's [psychometric assessments](#) employ numerous tests assessing the employees' key personality traits and developmental areas.

Psychometric tests can help in creating a customized learning and development roadmap. Employers can use psychometric tools to assess [positive personality traits](#), [dark personality traits](#), motivation values and preferences, and [cognitive abilities](#) in candidates aligned with the job role.



Some of the ways in which psychometric tools can be used to identify high-potential candidates include:

01

Mercer | Mettl personality assessments

Personality tests are a sub-category in psychometric evaluation. They evaluate the employee's personality, including an individual's behavior and responses. These tests are designed to understand the candidates' preferences, motivations, emotional stability, interests, and communication patterns.



Personality profiler test:

It assesses an employee's positive personality traits and behavioral competencies for leadership roles.



Personality mapping test:

It assesses all personality traits and behavioral competencies needed for senior roles and leadership positions.



Dark personality traits test:

It explores socially undesirable traits in employees. Such individuals may possess leadership qualities.



Leadership personality test:

It analyzes the core character traits of an employee, such as motives, goals, attitudes, feelings and behavioral inclinations necessary for senior positions.

02

Mercer | Mettl aptitude assessments

Aptitude tests measure mental abilities such as verbal reasoning, numerical reasoning, logical reasoning, problem-solving, memory, speaking skills, and mathematical ability. Depending on the demands of the job role, these tests provide an overview of a candidate's ability to understand tasks and solve work-related problems.

03

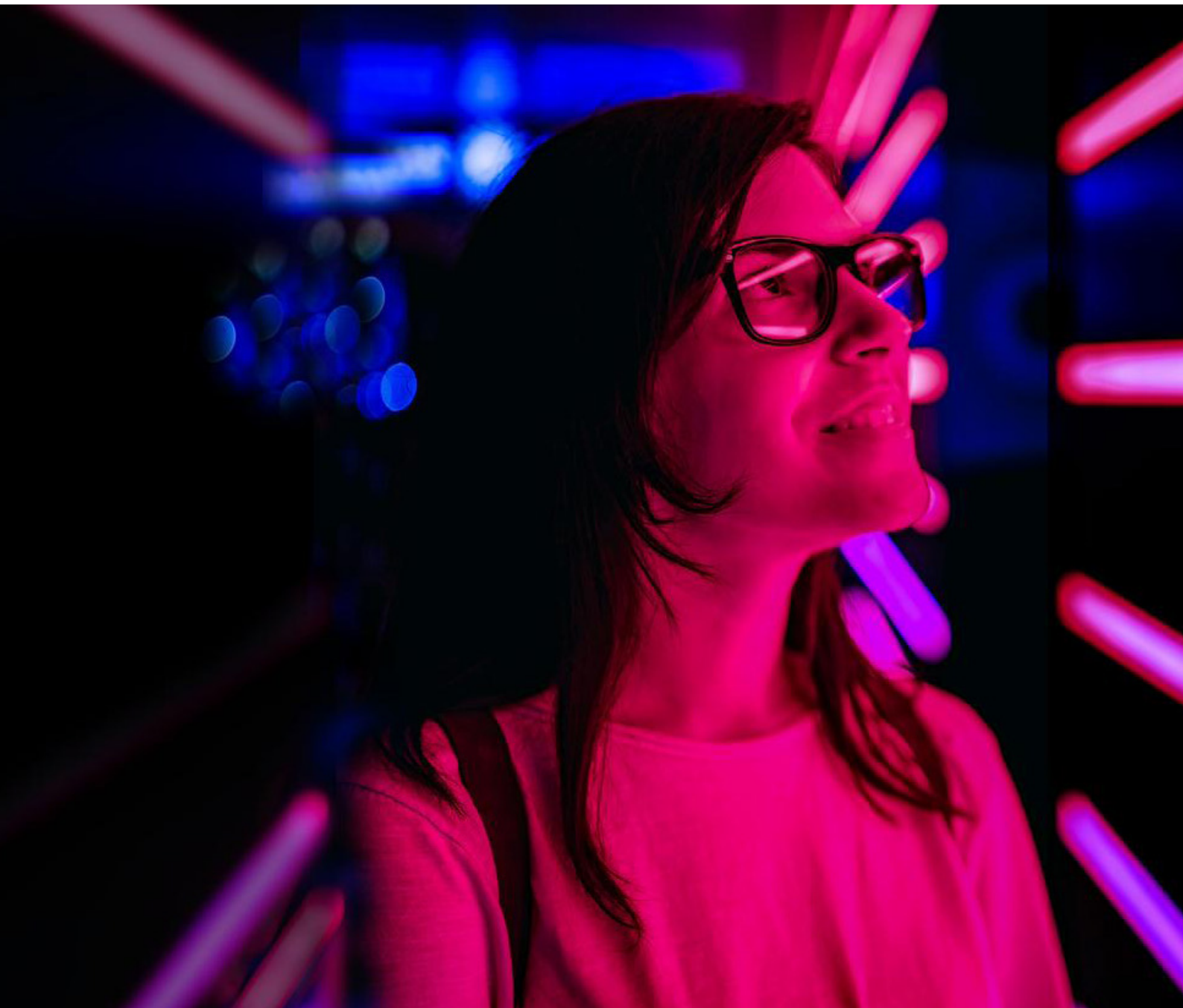
Mercer | Mettl behavioral assessments

Behavioral tests measure behavioral competencies, including skills, knowledge, and traits, that analyze if the candidate is a suitable fit for the role and organizational culture.

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Conclusion

Psychometric tests can help understand the employees' underlying strengths and weaknesses. These tests are vital in identifying candidates with high potential for the organization's sustainable growth. Psychometric assessments promote learning and development, initiate succession planning, resolve workplace conflicts, solidify teams and workplace culture, etc.



About us

At Mercer | Mettl, our mission is to enable organizations to make better people decisions across two key areas: acquisition and development. Since our inception in 2010, we have partnered with more than 4,000 corporates, 31 sector skills councils/government departments and 500+ educational institutions across more than 90 countries.

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