



CRESCENT PEOPLE

Assessment for Selection



De-risk the recruitment process and set
new leaders on the path to success

We help you prioritise people's strengths and needs while building teams that succeed – making work better for everyone



Meet Megan Bell – Crescent People's Registered Psychologist

Founder and director Megan Bell is the driving force behind Crescent People.

A business psychologist with over 10 years' experience, she has worked for organisations across the UK, Europe and Australia and with clients spanning sectors from financial services to construction, government and not-for-profit. With a passion for understanding people, Megan uses her niche assessment expertise to make work better for everyone.

Qualifications and Accreditations

- Master of Science in Occupational Psychology
- Bachelor of Psychology (Honours)
- Diploma of Psychological Practice
- Member of the Australian Psychological Society (MAPS)
- Registered with Australian Health Practitioners Regulation Agency (AHPRA)
- Member of National Association of Women in Construction
- Accredited in Saville, Hogan, HBDI, GLWS, StrengthsProfile and others

Psychometric assessment tools alone won't tell you whether a candidate is the right person for a business-critical role – or how to nurture someone into a leader. To get value from assessments, you need the right expertise.

We're a business psychology and organisational development consultancy specialising in leadership assessment. Working with C-suite, boards, talent managers and executive search companies, we use scientifically robust psychometric tools and deliver valuable insight to simplify complex hiring decisions.

This means you get an assessment approach that goes beyond the superficial – truly simplifying complex hiring decisions and delivering value to candidates.

Why do clients describe us as 'Strategic,' 'Illuminating' and 'Logical'?

Because of our ability to synthesise the science of psychometrics and translate assessment results into useful insight.

Can an individual make swift decisions? Are they likely to trust their intuition? How quickly do they establish rapport with others? How do they respond to pressure? Will they be a good cultural fit?

Predicting job performance requires answers to complex questions like these. But psychometric assessment tools alone will only take you so far. We interpret test results and provide reports and debriefing sessions that help you integrate them with existing knowledge of the person, role, team and organisation. This gives you a more intelligent approach to hiring, so all stakeholders (and the candidate) have more confidence in decisions.

Won't using psychometric testing deter candidates? No!

We put people at the heart of the process so it feels valuable instead of a transactional hoop to jump through.

Done right, psychometric assessments make your organisation look like an employer of choice, demonstrating your commitment to a mutually beneficial match and giving people helpful knowledge about themselves and their alignment with the role.

This people-centric approach is one reason we have so many repeat clients – and why candidates provide such positive feedback about the selection process. Importantly, this focus on people extends beyond candidates. Our relationships with executive search and end clients are built on trust and transparency, which are reflected in everything we do.



How do we make the hiring process more efficient?

By combining the agility of a boutique firm with the experience of a global powerhouse.

At home in front of CEOs and boards, we cut through the science of psychometric testing so you get straight to the value. When you partner with us, you get the latest research-based psychology, a commercial outlook and a commitment to getting things done fast.

Our debrief process truly makes Crescent People stand out. It's more than an overview of the assessment results – it's an illuminating discussion with your key stakeholders. With an experienced psychologist facilitating the discussion, you get lightbulb moments that tie in the role requirements and interviews, and a plan for next steps. At the end, the aim is for everyone to think: 'We now have a more strategic way to consider what we need and what the candidates offer.'

Crescent People Assessment Process

We take psychometric testing beyond a tick-box exercise so it adds value to companies and candidates. Choose from our range of packages to suit role requirements and budgets – or speak to us about a bespoke service.

Thorough and focused, we're passionate about the value of assessments done right, for the company and the candidates. People choose to work with us over and over again because you get more than a standard report – you get practical insight that helps you make balanced decisions about a nuanced candidate pool.

We're accredited in multiple selection tools including Saville and Hogan, as well as development-focused ones such as Herrman Brain Dominance Instrument, Global Leadership Wellbeing Survey and StrengthsProfile. We also offer optional services such as a candidate interview with one of our experienced psychologists and additional onboarding sessions with the successful candidate.



Briefing

Diving into the role, context and organisational goals, we codify a strategic understanding of exactly what you want to achieve.



Assessment

Candidates take the assessments online using the scientifically robust, evidence-based tool of your choice.



Report

The report puts the assessment results into context so they add valuable insight. Depending on the role and your requirements, we can send the standard Saville or Hogan reports, or our psychologist can synthesise the results into an executive summary or in-depth analysis. *Contact us for sample reports.*



Comprehensive debriefing session

We share insights with senior stakeholders and discuss how the results integrate into the ongoing selection process. People say this is where the Crescent People 'wow factor' comes from.



Candidate feedback

We provide useful feedback to all candidates regardless of outcome, so they can use the assessment results in their ongoing career planning.

Saville Assessments with Crescent People

Developed by psychologists and backed by extensive academic research, Saville is a scientifically robust tool that provides deep insight into a person's personality to predict potential and performance.



We offer 3 Saville assessment packages to suit a range of role requirements and budgets (or can create a bespoke offering based on your needs):

- **Level 1:** Quick and cost-effective
- **Level 2:** Tailored and succinct
- **Level 3:** Bespoke and narrative

[Jump to Page 7 for more details](#)



Candidates complete 2 Saville questionnaires – one on professional style and one on cognitive ability, which includes verbal, numerical and abstract reasoning. You get a report with results for each. All packages include our post-assessment debrief session that synthesises results into tangible insights – sparking ‘a-ha’ moments and delivering value for stakeholders.

We've outlined each level in the sections below. Chat with us to discuss which option best suits your needs. Remember, we're agile and flexible, so we will tailor our service to your requirements. For example, if you'd like us to interview candidates or add additional onboarding sessions, we can integrate this into your package. And just let us know if you'd like to see sample reports for each level.

How are candidates assessed?



Candidates complete 2 Saville questionnaires, both of which generate detailed reports.



Wave Professional Styles Assessment

Measuring motives, talents, preferred cultural and environmental fit and competency potential, this 40-minute psychometric profile uses the Wave framework that's broken down into 4 areas:

- Solving problems
- Influencing people
- Adapting approaches
- Delivering results



Swift Executive Assessment

Testing verbal analysis, numerical analysis and abstract reasoning – all strong predictors of job performance – this timed aptitude assessment takes 18 minutes.



Saville Level 1

\$X

Need the fastest possible turnaround?

Quick and cost-effective, our Level 1 package gives you Saville's computer-generated assessment reports. You then get detailed insights at our debrief session, where we interpret the results and help you link them with interview performance, role requirements and strategic agenda.

Bear in mind that the Saville reports contain all available information about the candidate, some of which won't relate specifically to the role. We use the debrief session to guide you to pertinent elements, so be ready to take plenty of notes!



Saville Level 2

\$X

Looking for a more tailored approach?

Focused and succinct, our Level 2 package includes our executive summary of the Saville computer-generated reports. We cut through to the critical insight, pulling out relevant information so it's easily digestible and actionable.

As with Level 1, you benefit from our illuminating debrief session. This is where we synthesise every element of our executive summary and the Saville reports – giving you a comprehensive understanding of candidate strengths and development areas in the context of the role, team and organisation.



Saville Level 3

\$X

Searching for the ultimate candidate insight?

Our Level 3 package is a bespoke option that fully synthesises the Saville assessments into a cohesive narrative about the candidate.

There's no need to wade through 19 pages of computer-generated documents. You get an in-depth report covering strengths and development areas – plus details on culture and environment fit – totally tailored to the role and the organisation. We even suggest behavioural interview questions based on potential development areas the Saville assessments have highlighted.

As with the other packages, you get additional value from the debriefing session, where we delve into the results in the context of candidate interview performance, role requirements and strategic agenda. Because our experienced psychologist asks stakeholders the right questions, you get invaluable food for thought as you progress through the selection process.

Hogan Assessments with Crescent People

Scientifically validated, the Hogan suite provides detailed information about an individual's strengths, performance risks and core values.



We offer 3 Hogan assessment packages to suit a range of role requirements and budgets (or can create a bespoke offering based on your needs):

- **Level 1:** Quick and cost-effective
- **Level 2:** Sophisticated and integrated
- **Level 3:** Bespoke and narrative

[Jump to Page 10 for more details](#)



We've outlined each level in the sections below. Please get in touch to request sample reports and chat through your requirements. We'll make recommendations or create a package that's tailored to your needs - for example, we're happy to conduct candidate interviews or provide onboarding support, should you wish.

Every package includes our insightful debrief with your key stakeholders. More than just an overview of the reports, the session ties in role requirements, interviews and strategic agenda – giving you a strategic way to consider what you need and what candidates offer.

How are candidates assessed?



The Hogan suite includes 3 tools, all of which have an average completion time of 15-20 minutes. They can be mixed and matched or used with other tools like Saville Wave. Hogan also offers cognitive ability assessments.



HPI

Hogan
Personality
Inventory (HPI)
“The Bright Side”

This assessment looks at typical behaviour and is used to determine how individuals manage stress, interact with others, approach work tasks and solve problems.

HDS

Hogan
Development
Survey (HDS)
“The Dark Side”

This tool pinpoints behaviours that emerge during times of stress and can damage relationships and derail careers.

MVPI

Motives Values
Preferences
Inventory (MVPI)
“The Inside”

Detailing an individual's core values, this assessment highlights the goals and interests that determine satisfaction and drive careers.



Hogan Level 1

\$X

Have a tight deadline?

Our Level 1 package is a quick and cost-effective option. You get the 42-page computer-generated Hogan Insight Report, which gives you a wealth of information, although some of it might not relate to this specific role. We'll highlight the most relevant elements during the debrief, so we recommend taking lots of notes!

At the end, you'll have a new perspective on the candidate's strengths and development areas in the context of the role and organisation.



Hogan Level 2

\$X

Looking for more detail?

Our Level 2 package uses a sophisticated algorithm to integrate assessment information into a Hogan Leadership Forecast report. While it isn't tailored to the role, the report tells a story about the candidate as a person based on typical leadership attributes.

As with Level 1, the value-add comes from our debrief session, which an experienced psychologist facilitates. The session helps you integrate the report results with your existing knowledge of the individual, role, team and organisation to find the best fit.



Hogan Level 3

\$X

Need comprehensive candidate insight?

Our Level 3 package delivers a cohesive candidate narrative. Leveraging our extensive experience and expertise, we synthesise the assessment results to create a bespoke, in-depth report tailored to the role and the organisation.

With this option, you won't need to spend time poring over the computer-generated results. Our tailored report encompasses strengths and development areas – and we even suggest behavioural interview questions based on the 'challenges' Hogan highlights.

As with all our packages, the debriefing session, facilitated by an experienced psychologist, is where we tie everything together. We explore our report and the test results in the context of interview performance, role requirements and strategic agenda – sparking conversations that throw new light on the recruitment process.



CRESCENT PEOPLE

Let's discuss how we can de-risk the recruitment process and set new leaders on the path to success.



Get in touch to discuss your role and requirements.

hello@crescentpeople.com.au

0421 514 224

crescentpeople.com.au