

## A penny for their thoughts: Pre-employment testing on a budget

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How much is turnover costing your company? Start adding:

- Time spent on interviewing, hiring and orientation
- Training – time spent by the new hire and the trainer
- Exit interview
- Severance
- Include the money needed to attract, re-hire, and re-train a new candidate.

Or you can just use one of those turnover cost calculators that you can find online. Yes, the problem has become so serious that it warrants its own software to calculate. So if you're at the point where you can't afford to throw away any more resources, what can you do to find the right people for the job on a tight budget? Put job candidates to the test with pre-employment assessments from PsychTests.

### **PsychTests – Your mind connection**

PsychTests just announced the re-launch of its website, but the company is really an online testing veteran. In fact, PsychTests carved its way into the niche of personality assessment on the web back in 1996, and is considered a pioneer in the field. With hundreds of tests under its belt, more than a hundred million visitors, and many high profile clients, PsychTests has taken the lead as the web's foremost resource for understanding the inner workings of the human psyche.

PsychTests is helping clients answer their HR questions in a comprehensive, convenient, and cost-effective manner.

- Does your job candidate have the traits of an entrepreneur, salesperson, negotiator, or franchise owner?
- Would she make a good caregiver, IT professional or administrative assistant?
- Will he bump heads with employees because he doesn't have what it takes to be a good manager?

"Many small and medium businesses are reluctant to use psychometric testing because they think it will cost thousands of dollars per candidate. That's a misconception," says Dr. Ilona Jerabek, the president of PsychTests. "Sure – you can hire a psychologist to run tests and do personal evaluations for that kind of money, and it may well be worth it for top level positions. However, you can get a lot of that insight from a \$30 test and save thousands of dollars by preventing bad hires ... and then, you can't really justify NOT doing it."

PsychTests' services are invaluable in HR management, but this testing guru's expertise expands beyond pre-employment testing. PsychTests is playing catch with sports psychology, providing top MLB scouts with a scientifically validated assessment to help them draft players with the mind of a pro athlete. They are also playing matchmaker across the globe, providing several online dating sites with their tour de force, MatchScale – a comprehensive assessment and romantic compatibility matching system.



PsychTests has provided insight and entertainment to readers of many national and international magazines, visitors of MSN, Psychology Today, Discovery Health, and many more.

### **Validity and reliability – more than just psychological mumbo jumbo**

PsychTests' assessments comply with American Psychological Association standards, EEOC requirements and undergo rigorous statistical analysis and in-depth research. For over a decade, PsychTests has been a trendsetter in online testing in terms of quality, test selection, and high standards for ethical use of online assessments.

### **Insight at your finger tips - and on a budget**

The new and improved PsychTests isn't just easy on the eyes – it's easy on the wallet too. It's money well spent for superior testing, better quality job candidates, and peace of mind. And for those who are thinking that they can't afford psychometric testing, think again. PsychTests is cost-effective for large corporations and small businesses, and provides discounts for high volume testing. Make the most of your human capital investment – let PsychTests put your money where the mind is.

For more information, visit [www.psychtests.com](http://www.psychtests.com) or contact:

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