



TestGrid Products & Services

for TG Corporate clients 06/06/2006

About TestGrid

TestGrid (TG) helps organisations adopt a strategic approach to their HR recruitment and development programs through the use of aggregated online assessment and reporting tools.

TestGrid's point of differentiation:

1. Assessments are selected for their proven ability to predict on the job performance.
2. Aggregated assessments and reports allow flexibility to meet client specific performance metrics.
3. Data is analysed and reported efficiently to inform workforce capability, recruitment and development priorities.
4. Robust and integrated web-enabled platform that has delivered over 600,000 assessments and continues to evolve.
5. Demonstrable ROI and competitively priced products and services.

TestGrid's clients include; Hudson, Integrated Group, Hays, Australia Post, ING Australia, Ford, MasterFoods, UniCredit (Italy), St George, CBA and more.

For more information about TestGrid please contact +61 3 9829 7600 or sales@testgrid.com

TG Assessment Solution Packs

Typically, TestGrid delivers assessments in role-based solution packs. Clients can choose from TG's predefined solutions packs or create their own pack (in consultation with TG's organisational psychologists).

TG Management

Test Battery: *Cognitive*: High-level verbal, numerical, abstract.
Personality: Results drive, ambition, decisiveness, delegating, coaching, strategic orientation.
Special Competencies – Emotional Intelligence.

Role/Norms: Executive, Financial Controller, Sales, Operational, Retail, Franchise Manager.

TG Customer Service

Test Battery: *Cognitive*: Basic to mid level verbal, abstract.
Personality: Responsibility, teamwork, extraversion, conscientiousness, self-organisation.
Special Competencies: Disposition, communication, individual attention and competence.

Roles/Norms: Retail, Sales Assistant, General Workforce, Travel.

TG Call Centre

Test Battery: *Cognitive*: Basic verbal, numerical, abstract.
Personality: Achievement, collaboration, teamwork, stress resilience, responsibility.
Special Competencies: Customer Service Excellence Questionnaire (CSEQ)

Role/Norms: Inbound/Outbound, General Workforce, Finance.

TG Sales & Marketing

Test Battery: *Cognitive*: Mid verbal, numerical, abstract.
Personality: Need for results, ambition, remuneration, independence, competitiveness, ability to compromise.
Special Competencies: Emotional Intelligence.

Role/Norms: Sales Assistant, Account Manager, Business Development, Sales Manager, Marketing Manager.

TG Office Administration

Test Battery: *Cognitive*: Basic to mid verbal, numerical, abstract.
Personality: Attention to detail, self-organisation, conscientiousness, teamwork, responsibility.
Special Competencies: Desktop Skills: Word, Excel, Data Entry, Typing Speed.

Role/Norms: Admin & Support, Government, Finance, Operations, PA, Data Entry.

TG Graduate

Test Battery: *Cognitive*: High verbal, numerical, abstract.
Personality: Achievement, innovation, teamwork, proactivity, collaboration.
Special Competencies – Emotional Intelligence.

Role/Norms: Accounting, Consulting, Government, Manufacturing, Sales & Marketing, Science & Engineering, Technical, IT & Telecoms, Operational, Finance.

TG Analyst

Test Battery: *Cognitive*: High verbal, numerical, abstract.
Personality: Independence, analytical orientation, innovation, proactivity, sensitivity.
Special Competencies – Emotional Intelligence.

Role/Norms: Technical, Government, Finance, Operational, IT & Telecom, Engineering.

TG Trades

Test Battery: *Cognitive Ability*: Basic verbal, numerical.
Personality: Conscientiousness, teamwork, trust, responsibility.
Special Competencies: Mechanical or Spatial-Visual Reasoning.

Role/Norms: Technical Students, Apprenticeships, Manufacturing, Team Leader, General Workforce.

TG Assessments

Assessments: Cognitive module	Description	Price	Reports
ACER Advanced Test AL/BL	Higher level verbal reasoning	\$16.50	Free: Individual Narrative, Group Ranked Report (GRR) Premium: Shortlist* * charges apply
ACER Advanced Test AQ/BQ	Higher level numerical reasoning	\$16.50	
ACER Higher Test PL/ML	Mid level verbal reasoning	\$15.00	
ACER Higher Test PQ/MQ	Mid level numerical reasoning	\$15.00	
ACER Test of Reasoning Ability	Mid level verbal & numerical reasoning	\$22.00	
ACER Mechanical Reasoning	Mechanical reasoning-all levels	\$18.50	
ACER Test of Employment Mathematics	Entry level basic maths	\$7.50	
ACER Short Clerical	Basic arithmetic	\$7.50	
ACER Word Knowledge	Basic verbal skill	\$7.50	
APTS Verbal Reasoning (Sec 1&2)	Entry level verbal reasoning	\$11.00	
APTS Verbal Reasoning	Mid level verbal reasoning	\$15.00	
APTS Quantitative Reasoning (Sec 1&2)	Entry level numerical reasoning	\$11.00	
APTS Quantitative Reasoning	Mid level numerical reasoning	\$15.00	
APTS Spatial Visual Reasoning 1	For all levels	\$18.50	
APTS Abstract Reasoning Org (Sec 1)	Basic to mid level abstract reasoning	\$11.00	
APTS Abstract Reasoning Org (Sec 2)	Mid to upper level abstract reasoning	\$11.00	
APTS Abstract Reasoning Org	Mid to upper level abstract reasoning	\$18.50	
Assessments: Competency module	Description	Price	Reports
Genos Emotional Intelligence	Measures the ability to think intelligently with emotions; perceiving, expressing, understanding and managing emotions.	\$30.00	Free: Individual, GRR Premium: Shortlist *
OPIC – Phychometrics Customer Service Excellence Questionnaire (CSEQ)	Measures customer service skills, particularly within call centers.	\$15.00	Free: Individual, GRR Premium: Shortlist *
James Cook University AsAP Service Attitude Predictor	Measures the service attitudes of employees in service related industries.	\$10.00	Free: Individual, GRR Premium: Shortlist *
Desk top: SkillCheck	Measures basic desktop skills.	\$varies	Recommends further training
Assessments: Personality Module	Description	Price	Reports
The Apollonean Institute Apollo Work Styles, Values and Motivations Profile	Measures work styles, values and motivational traits relevant to on the job performance and cultural alignment.	\$60.00	Free: Individual, Log Summary, Exception, Career Development Premium: Shortlist *
PAR Psychological Assessment Resources Inc NEO Personality Inventory – Revised	Five-factor measure of personality; covering the major domains of emotional, interpersonal, experiential, attitudinal, and motivational styles.	\$35.00 \$65.00	NEO PI-R/FFI Short Data NEO PI-R/FFI Long Narrative
AIMS: Vocational Interests Australia (VIA)	Vocational guidance inventory for university graduates and adults.	\$15.00	Free: Individual

TG Reports

Product	Description	TG Express	TG Corporate Subscriber
Individual reports	Detailed individual narrative and log reports	Free	Free
Group Ranked Report	Aggregated summary results with Job Fit Indicator score	Free	Free
Shortlist Report with Interview Guide	Reports result from selected assessments in one aggregated report – saving on printing costs - and offers behaviourally based interview questions.	\$30.00	\$15.00
Aggregated Development Report	Reports training recommendations at the individual and group level.	Coming soon	Coming soon
Genos EI Development Report	Full emotional intelligence development report.	\$250.00	\$200.00
Candidate Feedback Reports	Email feedback reports to candidates	\$5.00	\$3.00

TG Consulting & Training Services

Product	Description	TG Express	TG Corporate Subscriber
Benchmarking / Workforce Capability	<ul style="list-style-type: none"> • Role-based solution with personality and 3 COGs • Report indicating performance drivers and capability gaps • Build client-specific "Model of Excellence". • Set up and test client specific norm and high performance model on TG system. 	Not available	From \$11,000 plus assessments
Competency Mapping and Report Configuration	<ul style="list-style-type: none"> • Match assessment factors with competency framework • Design draft report • ½ day stakeholder session to confirm report and mapping. • Set up, host and test report. 	Not available	\$22,700 + assessments per role
Accreditation: Apollo	<ul style="list-style-type: none"> • 1 day Apollo Accreditation 	\$925 pp	\$795 pp
General Org Consulting	<ul style="list-style-type: none"> • Access to TG's organisational psychologists 	\$250 ph	\$180 ph
Report Interpretation	<ul style="list-style-type: none"> • Interpretation provided by accredited consultant 	\$250 pp	\$180 pp
Onsite Training & Workshops	<ul style="list-style-type: none"> • TG consultant to deliver training and workshops on client's premises 	\$250 ph*	\$180 ph*

All prices exclude GST. Prices are indicative. Fixed quote available upon scoping of project.

* The Client pays travel and related expenses.

Opening a TG Account

As a client of TestGrid, you have the option of becoming a TG Express client or a TG Corporate Subscriber. The benefits are summarised below.

Feature	TG Express	TG Corporate
Access to the TG Platform:		
Annual access fee	x	\$2,300
Candidate set up fee (price per candidate)	\$50	✓
Full access to the TG Platform	✓	✓
Over the Phone intro to the TG Platform	✓	✓
Candidate Phone Support (8am-6pm weekdays)	✓	✓
Annual Data Storage	x	✓
Monthly Usage Reports	x	✓
Client branded entry onto TG Platform	\$500	✓
Assessment Modules:		
Cognitive: ACER/APTS	✓	✓
Competency: GENOS/OPIC/AsAP/JobMatch	✓	✓
Personality: Apollo/NEO/VIA	✓	✓
Desktop Skills: SkillCheck	✓	✓
Volume Discounts: (assessments only)		
\$6,000 - \$12,000	x	10%
\$12,001 - \$50,0000	x	20%
\$50,001 plus	x	30%
Reports: (price per report)		
Individual Log, Narrative and Group Ranked Reports	✓	✓
Genos Development Report	\$250	\$200
Candidate Feedback Reports	\$5	\$3
Shortlist report with interview guide	\$30	\$15
Additional Services:		
Integration with standard ATS	x	POA
Report Interpretation (price per candidate)	\$250	\$180
Customised tests	x	POA
On site training & workshops	\$250hr + costs	\$180hr + costs
Project Management & Consulting	\$250hr	\$180hr
Dedicated TG Account Manager	x	✓
Accreditation: Apollo	\$925pp	\$795pp
Networking, Newsletters & Industry Events	✓	✓