Organisational psychology measurement and consulting

sacsconsult.com.au

About SACS

At SACS we are scientist practitioners actively involved in research partnerships with academic institutions resulting in peer reviewed publications and evidence-based products. This evidence orientation causes participants to see the program as being valid and reliable.

Our approaches are therefore also extremely contemporary – we build the latest findings from disciplines such as neuroscience and positive psychology into everything we do and this has a significant impact on the quality of the work we do.

As an organisational psychology and human resource management consulting firm, we are proud of **what we stand for**, and have a long standing history of assisting organisations and individuals achieve their objectives. We are committed to lasting partnerships through the delivery of best-practice, evidence based solutions which are of the highest quality and delivered in a timely manner.

1,000 +
organisations helped

222,500 +
psychometric tests administered

12
peer-reviewed scientific research papers

23,800 +
attendees at our educational events

Can we help?

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SACS online

Knowledge Hub

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How SACS can help

Psychometric testing

Modern, evidence based workplace assessments with easy to understand reports.

360 degree feedback

A short evidence based survey which supports leadership development and optimisation.

High Performance Modelling

Customised reports that indicate whether a candidate should progress based on agreed success factors.

Leadership development

Contemporary, evidence based leadership assessment and coaching.

Wellbeing, engagement and productivity

Psychological measurement of engagement, stress, stressors, diversity climate and more.

Diversity and inclusion

Do you know how diverse your workforce is? SACS can help you find out!

Recruitment optimisation

Expert advice on candidate attraction and candidate evaluation using best practice methods.

Events

Presentations and workshops specifically tailored to the needs of each organisation.

Workforce planning

How can you ensure that the workforce of the future will help you to meet your objectives?

Research

We can use research techniques to help you to unravel any human resources problems you have.

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Applications of SACS measurement tools

Measurement tool	Recruitment	Leadership development	Succession planning	Workforce planning	Wellbeing optimisation
360 degree feedback	✓	✓	✓	✓	✓
Psychometric assessment	✓	✓	✓	✓	✓
Wellbeing, engagement and productivity survey				✓	✓
Diversity and Inclusion Census				✓	✓

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Psychometric testing

Why psych test?

- Psychometric assessment is the best recruitment method currently available to predict job performance.
- Recruit people that are likely to succeed; ensure your next hire is smart, hard working, honest, emotionally stable, not angry, and a values fit for your organisation.
- Support professional development and career progression.

About SACS' psychometric assessments

- Participants complete all assessments online.
- No minimum spend or lock-in contracts.

What we measure:

Cognitive Ability
Verbal, Numerical & Abstract Reasoning

Values at work

Personality at work

Counterproductive Work Behaviours
external participants only

Attitudes Towards Diversity
external participants only

Safety Behaviours

Emotional Intelligence

Resilience

Change Resistance

Engagement

Personal Inclusion

Psychometric assessment is often combined with:

- 360 degree feedback
- High Performance Modelling
- Leadership development
- Recruitment optimisation

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Why psych test with SACS?

Validity

We are primary researchers at the forefront of organisational psychology and human behaviour research, continually exploring new findings to develop new evidence based assessments and measures to address emerging trends. We have many publications in peer reviewed journals.

Local norms

Our norm groups are large representative samples of employees working across Australia and New Zealand. In contrast, many competitors rely on overseas norms.

Same day support and dedicated account management

Clients tell us how we responsive we are. Need help interpreting a report? We're there for you.

Ease of setup

Setting up an account with SACS is easy and quick – we take care of the account set up for you so you start psych testing your candidates right away and setup is free!

Total flexibility

We can combine any of our measures together to create a suite of assessments to suit your unique needs.

Integrated reports

At SACS, if you measure three forms of cognitive ability, then personality and values, you receive one report. Many other providers give you five separate reports, often in different formats.

Easy-to-interpret reports

Our reports have been designed with ease of understanding in mind. We provide simple wording, colour coded risk ratings, mouse over explainer text and embedded explainer videos to aid in interpretation. We back our reports up with interpretive manuals and many other video resources to add valuable insights.

Want to build your knowledge and confidence?

We support you through debriefs, online videos and open access events as well as our knowledge hub to enhance your confidence in interpreting results. We provide complimentary interpretation and administration training as part of our customer service, free.

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360 degree feedback

SACS' 360 degree feedback is an extremely powerful way of assessing the success of a leader. SACS partnered in 2015 with Deakin University on a major study of staff engagement. From the results of this study we developed a normative 30 item questionnaire which measures the **10 most important leadership behaviours** that contribute to employee engagement, wellbeing and productivity.

1. Creates a learning environment
2. Supportive leadership
3. Fosters teamwork
4. Empowers others
5. Creates clarity about performance standards
6. Effective management of underperformance
7. Creates clarity about appropriate behaviours
8. Effective management of counterproductive behaviour
9. Celebrating success
10. Optimism and positivity

Each participating leader receives a holistic understanding as to how others, such as their leader, their peers and their team, perceive their capabilities as well as how this compares to their own judgement.

Good 360 degree feedback relies on a sound and ethical "governance" process. SACS will advise how to do this effectively.

360 degree feedback process overview:

- Project planning & pre-engagement
- Survey design and administration
- Psychometric assessment
- Individual debrief meeting
- Individual development plan
- Individual and/or group results provided
- +/- Individual coaching for development

360 degree feedback is often combined with:

Psychometric testing

Holistic capability assessment.

Wellbeing, engagement and productivity

Leadership behaviours are strong predictors of staff engagement, work outcomes and productivity.

Leadership development

Gain evidence based development plans for participating leaders to optimise wellbeing and productivity.

Workforce planning

Succession planning.

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High Performance Modelling

Many organisations know who their star performers are, and often wish they had more of them. At SACS, we refer to these individuals as “exemplars”, defined as:

1. People who are highly effective in getting the job done;
2. People who are cultural exemplars – from a behavioural point of view, we would like to have more of these people.

High Performance Modelling is a powerful human resources technique that identifies the core characteristics of an organisation’s top performers – either in a specific role or across the organisation more broadly.

By understanding what makes these individuals excel, organisations can improve recruitment decisions by targeting candidates who are more likely to thrive in their environment.

SACS has developed two proven methodologies that enable organisations to fine-tune their hiring processes and consistently select high performers.

Option 1: High Performance Modelling

1. SACS will help you to identify your exemplars.
2. Exemplars complete psychometric assessments to understand what psychological characteristics they have in common.
3. Exemplars complete a brief online survey in relation to the skills, knowledge, values and attitudes they possess.
4. SACS analyses the data above and identified what they all have in common.

Option 2: SACS’ expert opinion

1. SACS will competency interview a governance group to discuss your organisation’s values and what you perceive to be the common characteristics shared by high performing employees.
2. SACS will undertake a literature review in relation to high performing staff within similar sectors to add further insights.

The outcome:

- High Performance Model (based on exemplar data or expert opinion findings) developed with specific cut scores so you can compare prospective candidates against the ideal psychological profile. Green ticks and red crosses in reports make the difference clear.

- SACS can also develop a Recruitment Kit to provide you with a more robust and tailored methodology by which to screen your candidates, including suggested interview and reference check questions.

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Leadership development

SACS is expert in leadership development; Andrew Marty, Managing Director of SACS, is a qualified psychologist and, along with the SACS team, has developed numerous methodologies and associated learning activities backed by evidence, gained from primary research we have conducted on large groups of Australian employees and leaders in our research partnership with Deakin University.

SACS' leadership philosophy stems from a positive psychology approach with a strong focus on leading for engagement, a facilitative leadership style of which we are able to measure with our normative online 360 degree feedback. SACS has led thousands of leaders on a facilitated learning journey where they have developed their leadership skills whilst gaining greater insight and knowledge on how to effectively lead and empower others.

SACS provides leadership development for both individual leaders and leadership teams at all levels of seniority to further optimise their capabilities.

A leadership development process:

1. **Leadership assessment**
   Pre-test
2. **Leadership development program**
3. **Re-run leadership assessment**
   Post-test

Individual coaching and group facilitation

SACS takes an engagement and empowerment approach to individual coaching and group facilitation sessions we facilitate; when participants are suitably engaged learnings and practical behaviours can be used in the workplace straight away.

We are able to completely tailor our approach specifically to the needs of your organisation and what it is you would want the session to achieve.

Leadership development often includes:

360 degree feedback

Individuals receive a holistic understanding as to how others perceive their capabilities as well as how this compares to their own judgement. Group reports indicate areas of strength and potential development for teams and the organisation.

Psychometric testing

Provides invaluable insight and creates a holistic picture when identifying the strengths and areas for improvement of an individual. Group reports provide aggregated insights for leadership groups or teams.

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Wellbeing, engagement and productivity

SACS, in combination with our research partners, has developed an online, normative Wellbeing, Engagement and Productivity Survey based on the most contemporary literature. This survey tool assesses:

- An extremely contemporary model of engagement and its causes - how people feel about their:
  - Job
  - Work team
  - Leader
  - Organisation
- Individual and group-based activities to respond appropriately to the findings of the survey, including SACS' neuroscience based action planning approach.
- Custom items tailored to the organisation can be included, including open text questions to gain qualitative data.
- Report down to any group level or demographic - organisation, division, team, gender, employment status etc.

We provide results on positive emotions at work and wellbeing issues such as:

Engagement
appropriate levels of positive emotions

Overall stress
including psychological distress and pressurised stress

Stressors
challenge demands (good stressors) and hindrance demands (bad stressors)

Diversity & inclusion
belief that the organisation is supportive of inclusion

Safety climate
belief that the organisation values and supports safety in the workplace

Intention to leave
the degree to which employees are considering leaving the organisation

SACS' reports are easy to understand. Results are provided in percentiles so you can see how each of these characteristics compares to organisations in Australia and New Zealand.

Wellbeing, engagement and productivity surveys are often combined with:

- Leadership development
- Diversity and inclusion
- Workforce planning

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Diversity and inclusion

Do you know how diverse your workforce is? SACS has researched and built an online Diversity and Inclusion Census survey based on the most contemporary research.

This survey enables organisations to:

- Assess the current diversity of your workforce
- Identify opportunities for organisations to optimise its approach to diversity and inclusion

The survey measures the following areas of diversity:

- Age
- Gender and gender identity
- Ethnicity
- Social and/or economic disadvantage
- Sexual orientation
- Physical disability
- Neurodiversity
- Mental health / mental illness
- Religious and spiritual beliefs

As experts in psychometric measurement, SACS can create and include additional custom items tailored to your organisation, including open text questions to gain qualitative data.

SACS also measures Inclusion Climate – the degree to which employees believe that the organisation is committed to inclusion. Results are shown in percentiles to allow for easy comparisons between the results for your organisation and the norm for organisations in Australia and New Zealand.

Increased diversity in the workplace has been linked to many positive organisational outcomes including:

- Psychological capital
- Employee engagement
- Employee wellbeing
- Job satisfaction
- Retention
- Creativity, innovation and problem solving power
- Organisational commitment
- Organisational performance

Diversity and Inclusion Census survey is often combined with:

- Wellbeing, engagement and productivity
- Leadership development
- Psychometric testing
- Workforce planning

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Recruitment optimisation

SACS can apply evidence-based solutions to help you optimise the quality and quantity of candidates and then to choose the right ones.

Job definition

Did you know that the way that you define a job can make a huge difference to candidate attraction and candidate evaluation? Taking a truly competency-based approach to job definition can cause you to identify high quality candidates who otherwise might have been considered unsuitable.

Optimising employment ads

Is your wording optimally attractive? Social psychology shows a range of ways of optimising candidate attraction. SACS will help you achieve this.

Employee Value Proposition

What do people love about working with your organisation? SACS can help you to find out and then to use those benefits to attract candidates.

Advertising videos

Did you know that adding a video to your employment advertisement markedly increases the quality and quantity of candidates? SACS can help you build a brief video (usually up to 2 minutes) to make your vacancy optimally attractive.

Behavioural Marketing

In this era of digital marketing and Search Engine Optimisation your ads can be targeted to certain geographical locations, to candidates representing certain demographics or certain personal interests. This turns your advertising efforts from a shotgun into a laser and can turn an impossible to fill job into one where you have choice of candidates.

Candidate evaluation

As organisational psychology specialists SACS can show you how to optimise candidate screening, interview processes and reference checking for best possible accuracy.

- Psychometric assessment. Decades of evidence show us that recruitment without psychometric assessment is insupportably risky. SACS can devise and deliver an optimum approach.

- Assessment centre design. Assessment Centres can be a fantastic method of volume recruitment and the social context of an assessment centre can help you to see candidates in a completely different light. SACS is expert in the design of assessment centres.

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Workforce planning

SACS is expert in workforce planning. Many consultants see workforce planning merely as a structured analytical process. At SACS we believe that the analytical aspect of workforce planning is just a fraction of the overall task.

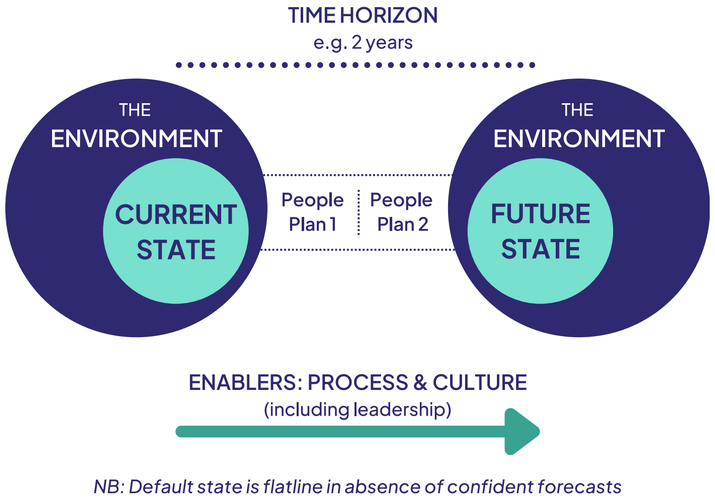
Rather, we see workforce planning as an organisational development exercise, and during our engagements we partner with our clients to undertake a range of activities and consultation to understand the current and future states of your organisation, identifying any enablers and gaps and providing evidence based solutions on how to address them.

In all workforce planning projects undertaken, we employ the SACS Model of Workforce Planning which was developed in order to be:

- Based on recent research evidence on workforce planning
- Simple – we find many workforce planning models to be complex and conceptual
- Action oriented – we intended the model to inform action as well as to suggest a logical sequence in workforce planning

projects, which can tend to be significant and potentially confusing for internal stakeholders.

SACS Model of Workforce Planning



Feel free to watch this brief explainer video on the SACS Model of Workforce Planning.

Workforce planning often considers:

- Wellbeing, engagement and productivity
- Leadership development
- Psychometric testing
- High Performance Modelling
- 360 degree feedback
- Recruitment optimisation

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