

Employee Development

Develop your best people and keep them longer



Surveys and assessments to develop your employees and keep them longer

Onetest has a range of products specifically designed to keep your existing employees **engaged and committed to your organisation**.

Validated psychometric content

Onetest's online employee development solutions contain **scientifically validated content** developed by Onetest's psychologists, to deliver measurable business outcomes.

You can use this system to deliver:

- Researched content surveys
- Your own customised surveys
- Psychometric assessment

Onetest can improve employee metrics

Onetest's employee development tools can significantly improve key employee metrics.

- Increase employee **productivity**
- Increase employee **engagement**
- Develop and retain more **effective leaders**
- Reduce employee **turnover**
- Build company **culture**

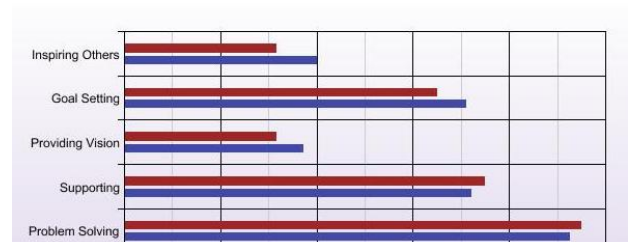


Simple survey development

The system comes pre-loaded with many popular employee survey questions and response options that can be used to **create and deploy online employee surveys quickly and easily**.

Powerful reporting

Onetest handles the back-end number crunching and report generation, ensuring a **quick and accurate turnaround of rich employee data** in detailed, high quality reports, graphs and tables to assist strategic HR decision making.



Snapshot of Reporting

World class assessments

Onetest is Australia's leading provider of online psychometric assessments and offers testing to **help identify existing employee strengths and weaknesses**, which can help **develop strategies for improving performance**. See overleaf for further details.

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Researched content surveys include:

Leadership Appraisals

A 360 degree evaluation and development tool used for **identifying strengths and developing leadership capability**.

Identifying and developing strong leaders will result in increased **team satisfaction**, greater **team cohesion**, **reduced turnover** and greater **productivity**.

Performance Appraisals

A 360 degree evaluation and development tool that provides **robust and reliable performance feedback** to employees.

The appraisal covers basic performance factors, growth factors that define rising stars and motivational drivers that measure positive job attitudes that keep people coming to work.

Exit Interviews

A structured and systematic online survey that provides insight into **the reasons for employee turnover**.

Quickly identify where turnover is occurring, why turnover is occurring and what's required to reduce turnover to improve company **culture**, **performance**, and **employee engagement**.

Engagement Surveys

An online survey to help **diagnose current levels of engagement**, and identify the key factors that can be leveraged to improve engagement.

Improving employee engagement can lead to better **performance**, lower **turnover** and less **absenteeism**.

Psychometric Assessments include:

Behavioural Profile

A profiling tool to provide insight into an individual's behavioural strengths and areas for development to help **manage their performance** and **motivate** them **effectively**.

As a result, organisational culture, team cohesion, performance, productivity and job satisfaction can be improved.

Emotional Intelligence (EI)

An assessment to measure how well an employee can **solve problems about emotions**, or problems requiring the **use of emotions**, to facilitate the development of important EI skills.

As a result, you can expect more effective leadership, greater productivity and higher customer satisfaction.