

Our Philosophy and Methodology

At Niche, we have the following assessment philosophy:

- ◆ **Multiple Suppliers** - We are not aligned to any one assessment publisher or provider – no one test provider has all the best tests and assessments.
- ◆ **No Vested Interest** - We have no vested interest in any one tool or test maker, we can remain impartial about which tools are best for the situation or need.
- ◆ **Best Tools** - We recommend the best tools to suit the situation and client, rather than having a few tools we recommend for all clients.
- ◆ **Multiple Tools** - We typically recommend 2 or more personality based assessments and 2 or more ability tests for any assignment to ensure we gather information from multiple angles and influences on behaviour.
- ◆ **In-Depth Interpretation** – We prefer to use assessment tools and exercises that require in-depth interpretation by a registered psychologist who can give insight and experience to the likely behaviours an individual will exhibit given their assessment results.
- ◆ **Customised Reporting** - While computerised reports have their place, hand customised reporting against competencies and taking into consideration the role and organisation is the most likely to give the best and most in-depth information.

Continual Improvement and Learning

- ◆ To be at the top of our craft we need to have experience and knowledge across multiple assessment tools and methodologies.
- ◆ We are constantly looking into new tools and systems to ensure we are ahead of the game and can offer the best assessments.
- ◆ We invest a lot of time and energy to ensure we are professional, ethical and at the top of our profession so we can add value to our clients' businesses.
- ◆ We attend international conferences and ensure we are continually learning and staying up to date with new research and methodologies.



Systems and Infrastructure

- ◆ Niche Consulting has invested in the purchase and development of internet sites and testing platforms needed to administer many different assessments from many different providers.
- ◆ We have licences and our own internet sites (and/or software) for over 15 different international providers.



- ◆ Our investment in testing systems and infrastructure to manage the assessments, allows us to recommend and interpret an extremely wide suite of assessment tools to suit specific client requirements.
- ◆ Niche Consulting has developed NZ norms for many of the assessments we recommend. These norms are split into specialised job groups and different levels.
- ◆ Our norms are based on assessment results from over 10,000 business people mostly from New Zealand. We have the capability to build organisational norms for our clients.
- ◆ We have developed and use an in-house database to manage assessment results and candidate information. This allows us to search for any assessments done by candidates and have access to their results and date of assessment.