



JOB FIT PROFILING

**OBJECTIVE EMPLOYMENT TESTS THAT
HELP YOU HIRE RIGHT - THE FIRST TIME**

Hiring is an expensive investment. Recruiting mistakes are even more costly. Consider the true cost.

“ In a recent study of 20,000 workers 46% left within 18 months – of those nearly 90% because of a poor fit with the organisation.”



Take some of the guesswork out with Omnia job fit profiling.

When you hire for fit you not only save the cost of a bad hire, you improve retention and engagement.

Our candidate testing solutions allow you to dive deeper into your candidates strengths, capabilities and most importantly cultural fit. Our testing products are delivered online and can be tailored for your needs. We are the distributor in Australia and New Zealand. Our selection tools are a small price to pay to avoid the cost of a bad hire.

Quality Testing Tools

The selection profile and our cognitive assessment are premium products to support your hiring decisions. We provide you with hard data on aptitude and cultural fit to ensure you hire right the first time.

Bulk Recruitment

Affordable psychometric profiles for bulk recruitment – perfect for high volume needing instant reporting. Our computer generated profiles allow you to compare your candidates preferred work style to your most successful existing staff. The reports are filled with insights regarding a candidate's aptitude, strengths and potential challenges.

Omnia Sales Style

Discover the strengths, challenges and even hidden talent on your sales team. Understand what inspires each individual and how to tap into their motivators.

The Omnia Sales Style Profile gives insight that will help you develop individuals or your whole sales team. The report includes objective insights to each individual's sales strengths and challenges and a self-awareness tool that provides individual sales coaching advice rather than a one-size-fits-all approach.

Develop Existing Staff

Our professional development and leadership profiles help your team understand natural strengths. Perfect for team development, coaching, succession planning and enhancing performance of existing teams.

Ask us about our leadership and professional development behaviour based profiles and let us tailor a solution for you

Omnia EPIC Selection Profile

The Omnia profile is different from many of the other personality tests available in the market. The report matches the needs of the role to the behaviours of the individual and the existing team, and gives you a 'fit' score.

Employees that do not fit in with your culture, have a negative effect on your workplace. They stifle enthusiasm, motivation and dynamics of your team, reducing productivity and profitability.

Skills and knowledge can be learned, but attitude and preferred work styles are more difficult to adjust.

The Omnia EPIC Selection Profile provides a measurable way of assessing for job fit.

Step 1 - Employer completes questionnaire about role, workplace and key success factors

Step 2 - Candidate, manager and up to 4 team members complete an online questionnaire.

Takes just a few minutes

Step 3 - Omnia completes compatibility analysis and prepares a customized report.

Not a generic or computer generated

Step 4 - Our Omnia team is available to review the results and answer all question



The Omnia EPIC Selection Profile is straight forward and easy to understand.



A job fit
compatibility
score



An outline
of the
candidate's
potential
strengths
and
weaknesses



An interview
scorecard or
Omnia Selection
Companion



A series of
interview
questions,
with cues to
listen for in
candidate
responses



Leadership
advice
on how to
manage
and coach
the candidate
if selected

The Omnia Selection Profile allows you to recruit like a pro and stay in control of the process, saving you time, money, and the expense of hiring the wrong person.

Omnia Cognitive Assessment

Studies have shown that a cognitive test for general mental ability is the strongest indicator of future job performance. It has higher predictive qualities than a well structured interview.

By adding a cognitive assessment to your process you can improve your recruiting outcomes by more than 20%. Our Assessment is an easily administered tool that can be delivered online or on paper.

Broken into two sections, Verbal and Numerical, the Omnia Cognitive assessment displays both raw and percentile scores along with a helpful graphic of the verbal, numerical and overall scales.

People who score well on our cognitive ability test are more likely to:

- Make effective decisions
- Demonstrate strong job performance
- Successfully reason and solve problems
- Respond appropriately to new or complex situations

A candidate's general mental ability is unlikely to change over time. Make sure you hire and retain the best and incorporate our cognitive test into your recruiting process.





Technology is affecting work more profoundly than ever. Your staff need to be able to cope with ambiguity and change. You cannot afford to have employees that cannot adjust to a more rapid pace and growing demands at work. If you are hiring for future capability, the Omnia Cognitive Assessment is a must.

I've used Omnia for 6 years now. I was tired of second guessing on how good a future employee might be. With the Omnia profile, you get an analysis of your future employee that's so good, it's quite scary. With Omnia you get to choose really good staff that will stay with you a long time.

David Renwick - Director / Automatic Transparts Ltd

Omnia is the essential recruitment tool for our business. We are a leading service provider on the NZ waterfront and Omnia has never failed in 15 plus years to provide us with the critical things we need to know about a candidate. Omnia has been instrumental in helping us make the right recruitment choice for the business.

Dean Carter - General Manager, HR & Training, ISO Limited



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