

Saxton Bampfylde

Executive  
Assessment &  
Profiling

# Saxton Bampfylde

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# An introduction

## **Why use us?**

We have an experienced team of psychologists at Saxton Bampfylde who have assessed over 1000 candidates for senior management roles in the private, public and not-for-profit sectors in recent years. We bring an established track record of working with chief executives and main board directors of large organisations which have complex operating environments and demanding stakeholders. Our clients have included FTSEs, multi-nationals, privately-owned businesses, foundation trusts, universities as well as government departments and charities.

The philosophy of our People & Performance Team (P&P) is to provide deep insights into individuals and groups to enable our clients to exploit candidate strengths and be alert to risks. We work closely with our clients to help add rigour to their selection and development decisions, usually at senior management and executive levels.

As an independent practice, we are not tied to any test publisher and have access to all reputable profiling instruments, including psychometrics, business case studies and individual and group exercises, so we make choices on instruments used on the basis of best fit to client needs, not our available

suite of products. When you have specific assessment and development requirements, we design customised solutions, including statistical research on selection outcomes.

We are not excited by volume, nor are we a corporate, hierarchical team. We work closely with, but independently of the wider consulting team and in line with the Saxton Bampfylde ethos, we offer a highly tailored, boutique service. You will work with a named psychologist who partners with you and understands your organisation. The same psychologist will assess your candidates. This best-practice, personal approach helps you find the optimal match between the candidate and the role.

## **Why use assessment?**

Simply put, making the right selection choice is cost-effective. When combined with a structured interview, expertly-interpreted psychometric tests are the most valid measures of future job performance, known as predictive validity. We work on the assumption that you want superior performers in your organisation. Research shows that the best performing 20% of employees contribute 80% of an organisation's overall performance.

*“ Their strength is their technical knowledge. Where we need to strengthen a key skill, they can write the test, so it will test for that skill. ”*

*Current client*

Therefore you want to know whether your new hire will be in that top 20%. Using an invalid measure (i.e. one which has a correlation of 0.0 with future performance) will mean that when hiring 20 new people, only 4 will be high performers: i.e. high fliers will be selected by chance. Increasing the validity of your selection method, which our psychologists do, significantly increases the likelihood of hiring a top 20% performer.

### **What assessment should I use?**

Personality measures are particularly useful for those roles in which leadership, stakeholder management and resilience under pressure are required. Cognitive tests are invaluable where job tasks place an emphasis on managing complexity and strategic problem solving.

For specific roles such as IT or project management we have more specialist tests available to sample programming and abstract reasoning skills. For organisations running internal or external selection programmes, we can design assessment centres using a combination of interactive and written job simulation exercises to determine competency profiles and minimum performance levels. This can help inform succession planning and personal development programmes for individuals.

*“ I have dealt with some of the larger executive search companies’ psychometric services elsewhere in the world, and Saxton Bampfylde’s psychometric services are excellent in comparison.”*

*Current client*

# Assessment services

**We offer clients bespoke services which include:**

## **Individual assessment for senior management selection**

The aim of the psychologist's assessment is to supplement information obtained from the final interview and give useful pointers for the panel to explore. The assessment process involves an interview and carefully selected psychometric measures which target job-relevant qualities and helps select out potential derailleurs. This takes longer than a conventional interview and the psychologist will spend up to four hours with each candidate. It works on a 1:1 basis with the emphasis on informal and open exchange. The techniques to be used by the psychologist and the areas explored with candidates are discussed with the client in advance. The psychologist is also available to brief interview panels post-assessment of the shortlisted candidates.

## **Assessment centre design and delivery (including sift test design and marking)**

If you need bespoke competency-based assessment for selection, development or restructuring purposes, we have wide experience in the design of robust, reliable and fair processes, which are capable of withstanding legal challenge,

whilst providing objective feedback to individuals affected and an accurate organisational audit of the available talent pool. For recruitment assignments where larger volumes of applicants are expected and you need to reduce them to feasible numbers, we develop sift tests that have high-face validity for applicants and are statistically reliable instruments in terms of predicting future performance.

## **Top team profiling and facilitation**

When new teams are forming or established teams are experiencing tensions, our psychologists are able to use a combination of style and culture inventories, plus away-day facilitation to develop better mutual understanding amongst members of both individual styles and the dominant team culture.

## **In-depth psychological assessment using projective tests**

For those clients interested in exploration of candidates' attitudes, personality characteristics, motivations and beliefs using projective testing, we are able to provide the services of an expert practitioner in the field.

# The People & Performance team

**Gareth Jones** BA MSc MBA PGCE C.Psychol AFBPsS

Chartered Occupational Psychologist, BPS and HPC registered

Gareth has been working as an occupational psychologist in the private sector and for central government for over twenty years. Previously, he was a Senior Civil Servant and Head of the Home Office's Assessment and Consultancy Unit, where he specialised in assessment centre design and delivery for high potential and strategic managers in the Police, Fire and Prison Services. He joined KPMG's Executive Resourcing before joining Saxton Bampfylde in 2007. He specialises in board level individual psychological profiling and assessment centres for senior management. He is a Chartered Psychologist and Associate Fellow of the British Psychological Society.

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**Dr Ingvar Rosen** MSc Dip Clin Psych

Ingvar trained as a psychologist at the University of Lund in Sweden. He initially worked as a psychologist in practice in the fields of therapy and vocational guidance, but then moved on to his main life's work which has been devoted to the development of techniques for personality assessments in relation to management skills. The methodology developed at the University of Lund has been refined by him and is the basis for the assessments used at Saxton Bampfylde. He lectures extensively in Sweden on subjects ranging from entrepreneurship to team building.

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**James Spearpoint** BSc MSc C. Psychol

Chartered Occupational Psychologist, BPS and HPC registered

James began his career in banking before joining QinetiQ's Human Sciences Division. He then joined a dedicated business psychology consultancy in the City of London, consulting to a range of privately owned and publicly listed global organisations. He specialised in management assessment, selection and development, and delivered occupational psychology services on mainland Europe, Africa and the Far East. James has designed and delivered assessments across a broad range of sectors, all at senior management and executive level.

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