



# Clover

ASSESSMENTS





WELCOME TO

# CLOVER ASSESSMENTS

Clover Assessments & Development is part of Clover HR.

Psychometric assessments, are an essential element of the organisational strategy, providing valuable insights throughout the entire employee lifecycle allowing you to make better informed recruitment and development decisions.

Our assessment service is accessible, professional and flexible with a team of chartered occupational psychologists who have a wealth of experience, specialising in the global assessment of your biggest asset- your people. We will advise on the best assessments for your given challenge, or should you prefer, deploy the assessments you instruct us to.





**PIERS  
COURAGE-JONES**

CPsychol, AFBPsS, CSci



**NIGEL  
CRAINEY**

CPsychol, AFBPsS, CSci



**SEAN  
HENECHAN**

CPsychol, AFBPsS

## CLOVER ASSESSMENTS

# ABOUT US

Our team is made up of qualified Chartered Psychologists, each of whom is an Associate Fellow of the British Psychological Society with a wealth of experience spanning all areas of Occupational Psychology.

We work closely with you and your people to ensure that we carry out the right assessments to suit your needs to give you the most effective and informative data and analysis.

We have worked with a diverse range of organisations across the majority of industries and sectors, successfully supporting individuals and organisations with their assessment and development needs.



CLOVER ASSESSMENTS

# WHAT WE OFFER

Personality profiling acts as an ideal solution, in making an informed and objective judgement to identify a candidates 'fit' within an organisation.

Not only does it help you establish the fit of someone new coming into the organisation, it also assesses how people may behave under pressure, thus reducing the risk of hiring or promoting the wrong person due to limited awareness of their derailment factors.

Our profiling assessments are based on 'Big 5' and 'Big 5 + 1' BPS accredited assessments.

We work on a consultative basis, providing you with an initial, detailed consultation session to identify the best assessments to suit your business and people needs. Additionally, we understand that time is of the essence, especially during the recruitment process and so we offer same day bespoke reports tailored to your desired criteria.





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# HOW WE SUPPORT RECRUITMENT

Enhance your recruitment process. Psychometric assessments provide you with the ability to make informal and objective judgments and a better understanding of candidate suitability- measured against your specific job description and person specification.

When it comes to C-Suite and managerial positions, suitability for both the role and company are crucial. Management plays a huge part in the development, engagement and turnover of your team.

Not only do we use the best assessments for the job at hand, we also interpret and tailor the outputs to align with objective criteria and critical success factors within the person specification and job description. For every tailored report we write, we provide an in-depth debriefing session to the interviewer's post-interview and each candidate is offered a development feedback session after the interview.



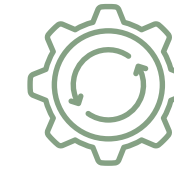
## BETTER INDIVIDUAL ASSESSMENT

Assessments allow you to better assess a candidate's suitability for the role, as well as gaining a better insight and understanding of an individual's behavioural style and traits. This is valuable when determining roles and responsibilities.



## CULTIVATE YOUR WORKPLACE CULTURE

Establishing an individual's 'fit' with organisational values, goals and culture is a huge judgement call within the recruitment process. Assessments take the guesswork out of this, allowing you to understand to what degree a candidate best suits the culture you are aiming to cultivate.



## ENHANCED RECRUITMENT PROCESS

Using assessments within the recruitment process helps to standardise, ensuring a fairer, more objective selection experience. It also helps to reduce time and effort and overall reduces the likelihood of 'wrong hires'.



## HIGHER ENGAGEMENT, LOWER TURNOVER

When employees feel a cultural fit with an organisation and feel they are in the right role with the right support for them, the higher their job satisfaction is. High job satisfaction can lead to increased engagement and low turnover. On the other hand, feeling they are in the 'wrong role' can decrease satisfaction and increase turnover.



## ATTRACT & RETAIN HIGH PERFORMERS

When the right people are in the right roles, they flourish and can help in cultivating and leading high performing teams. Taking the initiative to use assessments for resource planning and role suitability can lead to a more attractive employer brand.



## FOCUSED TRAINING & DEVELOPMENT

Understanding the individual skill sets of your team and knowing how they learn and develop best can help you identify more specific areas for improvement but also develop more tailored development and training programmes to really get the best out of your people and maximise their potential.





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# HOW WE SUPPORT DEVELOPMENT

Training is not a one size fits all exercise. For the most effective Learning, Development and Training solutions, you must understand the strengths and weaknesses of your team. Psychometric assessment not only provides managers with a better understanding of their individual team members skills sets but also identifies where there are potential areas for development.

Managers and individuals alike are able to gain a more in-depth and detailed insight into:

- Working with others of a different style
- Awareness of own strengths and weaknesses
- Ability to tailor training and learning opportunities to employee needs
- Increased awareness of their individual derailers

Our assessments also help organisations and managers to make better-informed decisions relating to organisational leadership and succession planning. Resource planning and suitability assessments for roles are also made so much easier using expert, data-driven analysis.

Not only can our assessments help with individual development, but also team building. Helping people understand how to work with each other better, maximises overall team performance and helps identify potential sources of tension, identify areas of strength, and develops understanding.





CLOVER HR

## ABOUT US

Clover HR specialises in providing bespoke HR consultancy services and solutions, to SMEs across the UK.

With over 25 HR Business Partners, our team has been carefully chosen to ensure we provide our clients with a complete HR Service, wealth of knowledge and sound advice, spanning all areas of HR and the end-to-end employee lifecycle.

Clover HR provides you with not only expertise but with peace of mind, to know your people priorities and challenges are being taken care of.

With a partnership focus, collaboration is key at Clover HR. We will pair you with a dedicated HR Business Partner who best meets your requirements and ensure a true understanding of your business and your people.

We ensure your Business Partner is as local as possible to provide the most responsive and flexible services as well as offering you remote support 7 days a week (including out of hours advice and support).





CLOVER HR

## OUR STORY

Clover HR Managing Director Michael Doolin spent over three decades as an HR director for a number of global brands including PwC, DPD and BA. But he had the vision to make world-class HR accessible to more than just the top 1% of businesses; to use his experience and expertise to support other business owners and their staff and to help put value back into businesses Clover HR was born in 2017 and has grown steadily.

All our consultants have been hand-picked for their specialisms in their particular field so we can meet the huge variety of complex employment challenges faced by business owners. We're not the biggest and we're not the cheapest. But we don't want to be. Our ambition is to build an HR company that offers an unrivalled level of service that puts people - and not processes - at the heart of all it does.



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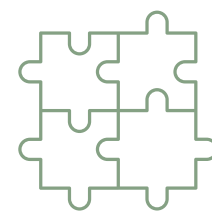
# OUR VALUES



TRUSTWORTHY



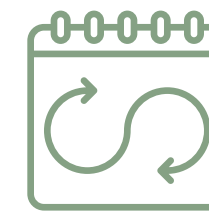
EXCELLENCE



SUPPORTIVE



RELIABLE



FLEXIBLE



CLOVER HR

# THE CLOVER WAY

“You never really understand a person until you consider things from his point of view ... until you climb into his skin and walk around in it.”

- (Atticus Finch - To Kill A Mockingbird, Harper Lee)

At its core, great HR is about treating people fairly and putting them at the heart of a business. It's understanding the context of a situation, looking at things from more than just a legal standpoint and coming to a fair and just resolution. We add value to businesses in the way we support, equip, encourage and genuinely care for those that work with us.

We don't just simply help managers and leaders to become legally compliant employers. We form strong relationships with our clients and actively partner with them to deliver positive change, creating a culture that gets the very best out of their people within a framework that protects both employer and employee.





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## ASSESSMENTS

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