

NZDF PSYCHOLOGY

RIGHT PERSON RIGHT ROLE

NZDF psychologists are experts in applying psychological science to making effective selection recommendations and decisions. This is done partly through the application and interpretation of psychometrics, which provide information on the academic potential and personality characteristics of candidates. Additionally, psychologists are trained to conduct structured interviews and behavioural observations to further assess candidate potential. You can engage with NZDF psychologists at a number of points during assessment and selection processes. For commanders involved in existing processes, NZDF psychologists can assess candidates and provide recommendations aligned with psychology best practice. We also provide advice to promote, refine, and evaluate the effectiveness of selection/assessment processes. Additionally, NZDF psychologists provide assessor training to enhance the quality and consistency of your selection process.

NZDF psychologists can also assist if you think your trade or unit would benefit from an assessment/selection process. We can support the facilitation of job analysis to ensure a thorough understanding of a role's requirements. This information can then be used to design a process that meets your requirements through the selection of appropriate psychometrics and application of best practice assessment techniques.

Talk to your local NZDF Psychologist about:

- Getting the most out of your next selection board and assessment centre.
- Best practice approaches to assessment and selection.
- Understanding the requirements of roles within your unit.
- Training to enable effective assessment.



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*“People are not your
most important asset.
The right people are.”*