

27 September 2019

Dear [REDACTED]

**OIA request: Use of psychometric testing**

I refer to your letter received 3 September 2019 in which you requested the following information:

- A description of the types of occasions (for example assessing job applicants at point of recruitment, assessing staff as part of a management or change process) that the Authority has used psychometric testing of job applicants and/or employees between 1 July 2017 and 31 June 2019.
- The total cost of the use of psychometric testing to the Authority (including the cost of third parties arranging for the testing on its behalf) between 1 July 2017 and 30 June 2019.
- If the Authority has engaged external organisations to conduct or analyse any psychometric testing during this period, the names of those organisations.

Your request has been assessed in accordance with the Official Information Act 1982.

I understand that Ben Goff contacted [REDACTED] to clarify the scope of your request. [REDACTED] clarified that the request should cover programmes/training carried out pre-employment or during employment that are designed to assess behaviour, communication styles, or ways of thinking/analysis.

Ben gave the example of DISC assessments the Authority has carried out in the past and [REDACTED] confirmed DISC assessments were a kind of activity [REDACTED] considered to be psychometric testing.

Between 1 July 2017 and 30 June 2019, the Authority engaged [REDACTED] to conduct DISC assessments for staff. DISC is a behaviour assessment tool that informs how individuals prefer to interact with each other, by measuring four working style preferences (Dominance, Influence, Steadiness, and Conscientiousness).

The Authority used DISC assessments as part of its training and development programme to help staff understand their own behaviour patterns, and those of their colleagues, with a view that all staff would be able to better understand and communicate with each other.

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The total cost to the Authority of [REDACTED] conducting DISC profiles for staff was \$5,617.71.

Yours sincerely



James Stevenson-Wallace  
Chief Executive

Released under the Official Information Act