



Psychological Pre Employments

The Wellness Architects pre-employment psychological assessment differs from typical pre-employment psychological profiling by providing access to a qualified psychologist and by combining personality factor testing with psychological functional capacity evaluation.

The pre-employment psychological assessment comprises the following components:

PsychEval Personality Questionnaire (PEPQ)

Candidates are provided with access to the PEPQ test materials via email or mail. The PEPQ includes the full 16PF assessment and also an assessment of factors related to mental health pathology. Candidates complete the questionnaire and the results are provided in a debrief format during the assessment interview which allows for the results to be examined with the candidate in an objective and transparent manner.

Traits measured by the PEPQ include (but are not limited to):

- Warmth
- Reasoning
- Emotional Stability
- Rule-Consciousness
- Self-Reliance
- Apprehension
- Health Concerns
- Anxious Depression
- Alienation
- Low Energy State

Assessment Interview

The assessment interview provides the candidate with the opportunity to debrief the results of the PEPQ, identifying how the results may interact with the demands of the role for which they have applied. This debrief focuses on existing strengths and areas of potential future development without directly speaking to recommendations or final recruitment decisions. The discussion provides a face to face opportunity for candidates to demonstrate competencies that a testing tool might not identify.

The clinical assessment component of the interview focuses specifically on the functional demands identified in the Foxtel Job Task Analysis. Candidates are assessed against the key functional demands with regard to:

- Previous exposure to similar demands
- Demonstrated coping strategies
- Potential vulnerabilities

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Functional Assessment Report

Findings to be summarised in a concise report including (as relevant):

- Relevant employment history
- Relevant medical history
- Areas of concern
- Recommendations

If psychological capacity concerns are identified that may impact on a worker's ability to safely undertake the inherent requirements of the role, the report will include strategies for managing the employee and/or assisting them such as:

- Workplace and/or task modifications
- Additional training/mentoring
- Recommendations for other services or treatment eg medical review

