

Psychological Evaluation

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Purpose

The InTransit employees execute psychological evaluations to map out your strengths and weaknesses regarding the requirements for the intended position abroad. Usually, this includes recommendations for further preparations and support during the deployment.



Process

The psychological evaluation is a part of the application process. You have been informed by your future employer about the job requirements which will be assessed by InTransit. You contact us to make an appointment.

Before the actual evaluation, you will have to complete a questionnaire about your life history. You will have to send this back to us along with your CV. During the evaluation, this questionnaire will be discussed in an interview. This interview will last for an hour. For couples it will last one and a half to two hours. Before or after this interview, you will be asked to complete several multiple choice tests. These tests examine character traits and (multicultural) skills. The amount of time required to complete the test differs per person; usually this takes two or three hours. The tests, together with the life history questionnaire and the interview, will answer the question to what extent your abilities comply with the vacancy requirements. Naturally, it is for your own good to present a realistic view of yourself in an assessment.

Couples are evaluated together. Children of twelve years old and under do not have to come; their

parents and their teacher will fill out a questionnaire beforehand. Children older than twelve are seen in consultation. They will also fill out a questionnaire themselves at home, in addition to their parents and mentor.

When the evaluation is completed, the InTransit employee will write a report. A colleague will critically review this report. A joint report will be made for couples. In a second appointment, this report will be discussed and confirmed with you. If the report contains inaccuracies or irrelevant information, you may ask the employee to correct this.

You will receive the report digitally, protected with a password. It will also be sent to your future employer after we receive your written permission. You are entitled to block us from sending the report to the client. In this case, you can send us a written notification and we will destroy the report and all corresponding data.

Confidentiality

All information that you provide during the process will be handled with utmost care and confidentiality. Without your explicit written permission, we will not provide insight in the report and all corresponding data to anyone.

Costs

The invoice of the psychological evaluation will be paid by your future employer, unless mentioned otherwise.

Complaints

In the case you have a complaint about the execution or reporting of the assessment, please discuss this with the employee involved first. If you cannot work it out together, you can contact one of our complaints officers (see www.intransit.nl).

Information

More information on psychological tests can be found on the website of the Dutch Association of Psychologists (*Nederlands Instituut voor Psychologen, NIP*): <http://www.psynip.nl/themadossiers/psychologische-tests-cotan.html>