

Talent Assessment Solutions

Client Success Story Series #7



Reduce Hiring Risk

Regional airline screens pilots for derailment risks.

● The Client Challenge

The new CEO of an Asia regional airline wanted to raise the standards of all areas of their operation – including the recruitment of their pilots. Following recent aviation industry guidance, a solution had to include screening for potential counter-productive personality traits.

● Our Solution

We guided them to complement their existing pilot assessment programme with two new tools covering bright and dark sides of personality.

- The PVQ is an upgraded version of the well-known 15FQ+ from Psytech International. It assesses over 30 normal personality traits and work values, and has a wide range of reports.
- Personality risk was evaluated using the TD-12, from Pearson Assessments. The TD-12 has excellent psychometric properties, and long-term research and use in Asia. It was also already being used by a major European carrier.
- The company's senior recruiters were trained on the tools and provided with an online test management system.

● Outcomes



Increase in recruiter's talent assessment capability.



Reliable insights into typical behavioural patterns and potential derailers that could affect cockpit management, compliance, and general resilience.



Improved foundation of hiring decisions, based on more extensive datapoints.