

# incorporate psychology

## ABOUT US

**Matt Dale BA MA Psych. MAPS**  
**Principal & Psychologist**

Matt is a psychologist and consultant with over twenty years' experience in the field of psychology. A registered psychologist and full Member of the Australian Psychological Society, he has worked in the counselling and clinical fields, in both public and private arenas.

He has also been in national leadership roles, principal consulting roles and executive management roles with some of Australia's leading human capital firms.

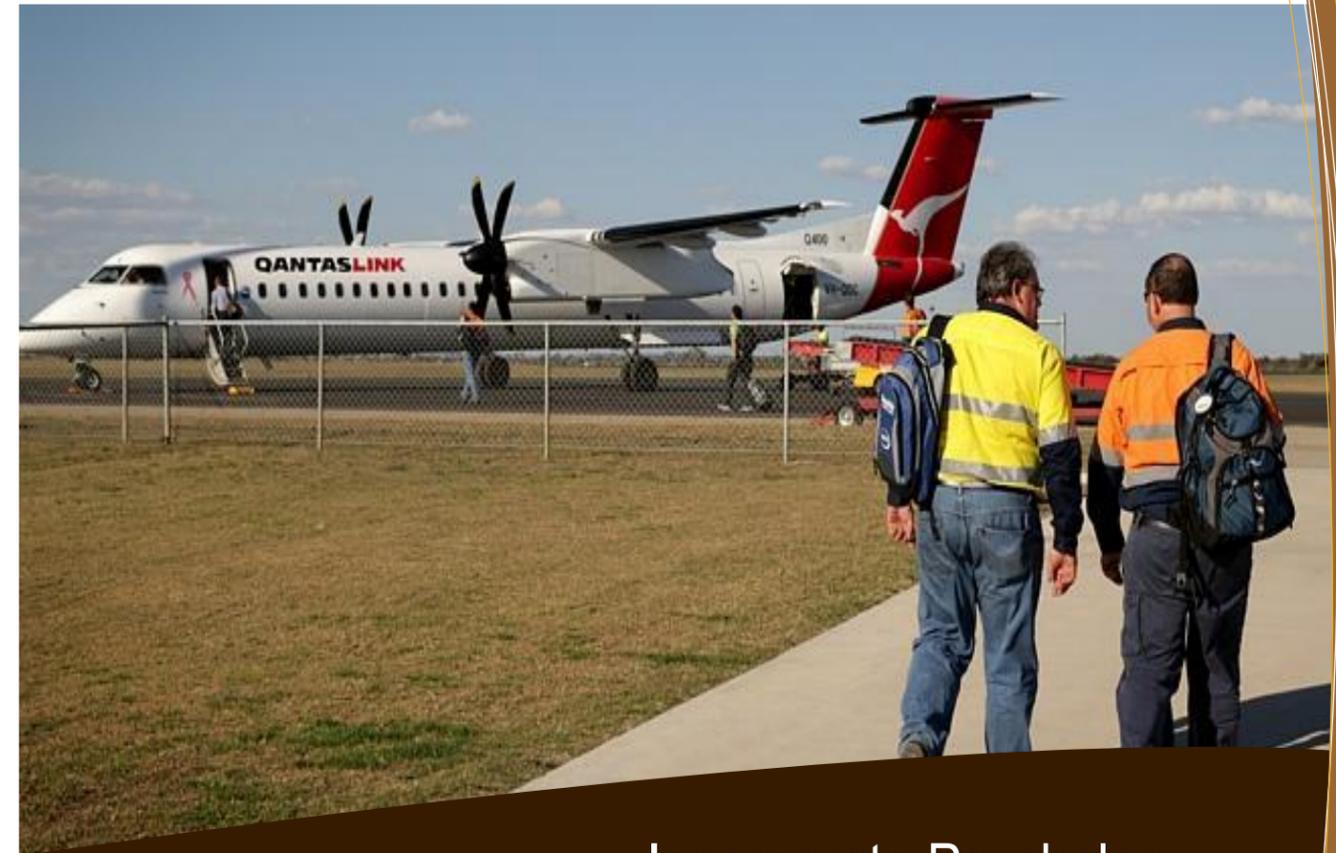
Matt's roles in the field of counselling include Psychologist for the Royal Flying Doctor Service, Psychologist with a community mental health team, and counselling Psychologist with an EAP provider.

Matt's roles in consulting include Head of Consulting with a global search firm, National Practice Leader Consulting Australia with a global human capital firm, National Practice Leader Consulting New Zealand with a global human capital firm, Consulting Director with a US based OD firm, Principal Consultant with an Asia Pacific search and selection firm.



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Incorporate Psychology  
Psychological Assessment  
for FIFO Employees

Our  
Assessment  
Services



# Psychological Assessment Services

## AN INTRODUCTION TO THE METHODOLOGY

It is well documented the role that FIFO work can play on the **mental health** and **wellbeing** of individuals. Transient lifestyle, dislocation from family and taxing conditions often takes a toll. It is the responsibility of the employer to ensure its FIFO workers are ready and able to perform under these demands. Incorporate Psychology provides a comprehensive assessment solution to understand and monitor the mental health and readiness of the FIFO worker.

The most important decisions in business rely on experience, as well as information from research. **Assessment adds the objectivity and science** that gives leaders more confidence when they are making the most important people decisions.

When partnering with **Incorporate Psychology** for assessment services, you will rely on our expertise to facilitate you through a complex landscape of options. You will arrive at a solution that is **practical, fit for purpose** and **respectful** of your brand and those individuals participating in the process.

Assessed by a registered Psychologist and full member of the APS, you can be confident that you are getting the best service from your Principal.



### “It is the responsibility of the employer to ensure its FIFO workers are ready and able to perform under these demands..”

ARE YOU CONFIDENT  
YOUR WORKERS ARE  
**FIFO FIT & READY?**  
DO YOU HAVE THE  
NECESSARY INSIGHTS ON  
YOUR TEAM'S STRENGTHS &  
DE-RAILERS?

## OUR SOLUTIONS

- **Psychometric assessment** in the recruitment process – mining, transport, defence, logistics, infrastructure sectors.
- Comprehensive **assessment**: Using personality questionnaires, cognitive test, simulations and an interview. We work with:
  - Leader of leaders
  - Front-line leader
  - Future leader (high potential candidates)
  - On ground workers
- National scale (online and face to face).
- In-role assessment / **assessment for development (or monitoring wellbeing)**.
- Strategic guidance and directional recommendation for assessment in an organisation.
- **Assessment platform design** for when your recruitment team can deliver the assessment, but you want tailored content and insights.

## WHY TRUST INCORPORATE PSYCHOLOGY

We have over two decades of experience in the field of psychological and psychometric assessment.

Our insights are based on years of analysis and psychological qualifications.



We go above and beyond – our service can operate nationwide, after-hours and we provide high touch, comprehensive personal briefings to recruitment teams and hiring managers as required.

The depth of our assessment solutions can be tailored according to your business needs.

We have worked with a diverse array of organisations and candidates, from multinational organisations and its business leaders, through to SMEs and their front-line workforce.

We have years of experience in the mining, defence and intelligence sectors across Australia.

Incorporate Psychology into your workforce today.



## FOR MORE INFORMATION

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