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**Find Solutions
Today**

**Talent Insights
October 2025**

**Take the guesswork
out of your hiring**



**Recruitment | Coaching | Assessment
Career Development | Outplacement**

Concluding our insight into evidence based Psychometrics From Appointment to Development - Building Resilient Leaders

The stakes in senior leadership appointments have never been higher. In today's complex business environment, the cost of a mis-hire goes far beyond recruitment fees – it impacts performance, culture, and long-term strategy.



While interviews and CVs provide important context, they rarely tell the full story. That's where **psychometric and behavioural assessments make a difference**. By introducing evidence-based insight, organisations can move beyond instinct and gain a deeper, more objective understanding of a candidate's potential. In our last update, we highlighted how **psychometrics add clarity and rigour to the recruitment process**. Yet their value extends far beyond selection. Increasingly, organisations are using them to:

- **Onboard senior leaders effectively – accelerating integration and early impact**
- **Shape succession planning – identifying and preparing future leaders with confidence**
- **Strengthen boards and senior teams – highlighting collective strengths and potential blind spots**
- **Target leadership development – ensuring coaching and mentoring resources deliver measurable outcomes**

At senior level, assessments are not about “testing” people. They are about **unlocking insight into leadership style, resilience, and collaboration** – helping organisations make smarter decisions about their most important people.

At DSA Executive, we hold British Psychological Society qualifications in psychometric testing (Levels A & B) and have extensive experience applying these tools in senior recruitment. Applied expertly, they enable clients to move forward with greater confidence, knowing that decisions are informed by both industry expertise and robust data.

For roles where cultural and team alignment is critical and you need clear leadership vision and direction to align with your organisational strategy, — evidence based psychometric assessment can make a significant difference to your hiring outcome, saving both time and costly mistakes.

Professional Standards

It's important to note that not all assessments are equal, nor can they be reliably delivered without specialist expertise. My associates and I are fully qualified and registered with the British Psychological Society (BPS) to Levels A & B. This means we are accredited to administer, interpret, and feedback on evidence-based psychometric instruments that require formal user training – ensuring the highest professional and ethical standards.

Looking Ahead

Alongside our executive search work, our services continue to be shaped and expanded to support leadership well beyond the point of hire. This evolution builds on what we already provide and reflects a growing demand from clients for a more holistic approach to talent – one that combines selection with development, integration, and long-term support. **Our aim is to ensure that leadership capability is not only identified, but also strengthened and sustained.**

For over 25 years, I've helped organisations at board and senior management level achieve these results by rethinking not just how they hire, but how they align recruitment with long-term business strategy. Now is the time to take a fresh look at your recruitment. If you'd like a confidential conversation about how to strengthen your hiring and leadership pipeline, [I'd be delighted to hear from you](#)



*If you are planning a **Senior or Board-level appointment**, I would be pleased to discuss how our integrated approach — combining market knowledge, tailored search, and psychometric assessment — can support you in **selecting a leader who delivers lasting impact.***

Best regards, Diane Southwick
Managing Director, DSA Executive

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What's on your mind today? Need a reset? Burned out? Need to offload? Just need a sounding board? Why not connect with us and discuss how our tailored coaching and

mentoring can support you in your personal and professional challenges.

[CLICK HERE TO START YOUR RESET JOURNEY](#)

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