

Expertise

Selby & Mills are one of Europe's leading firms of chartered occupational psychologists and an innovative test developer and publisher. We provide assessment expertise and survey and assessment services which are used in the selection, development and counselling of staff at all stages in their careers. We use online technology as a core part of this process.

We specialise in original, highly practical, success-driven products, which enable individuals and organisations to excel. Pioneers in the use of IT in this market, we apply it to make our products easy to use and easy to learn from.

World leaders for two decades in developing and publishing innovative assessment tools, we offer unrivalled consulting skills to meet your organisation's specific needs.

Our products are readily accessible to your managers and staff worldwide, yet can be controlled and administered from a single location.

We provide genuinely user-friendly products and services that bring significant administration and cost economies over many traditional assessment tools.

These features stem from our unique combination of real business experience and occupational psychology skills.

We provide extensive consulting support to the supply of these products. Clients range from the largest blue chip companies to the smallest professional employers, with all sizes in between.

Our Personality questionnaires are fully web based so the individual can complete them from any location where they have web access and the reports are delivered direct to the client's desk.

We have a rolling program to develop and enhance our range of internet based questionnaires using the latest techniques and constructs. These questionnaires have been used in thirty countries overseas and the product range continues to expand.

Examples are a questionnaire designed to assist people considering self-employment, ability questionnaires designed to evaluate people without any previous educational attainment record, and questionnaires designed for those where Equal Opportunities issues exist or the language barrier is substantial.

The company is a specialist in the area of Assessment Centres and has developed tools to assist in the evaluation of all levels of staff, including corporate attitude surveys.

History

In 1986 Colin and Graham joined together to form Selby MillSmith in order to apply leading edge computer techniques to psychological questionnaires. They authored a number of psychometric instruments for selection, development and career management purposes which are in world-wide use. In particular they were responsible for developing the world's first commercially available software for:-

- the automatic scoring of questionnaires and the production of expert reports
- the computation of competency scores from psychometric dimensions
- adaptive ability tests
- on-line psychological questionnaires

Having divested themselves of the business to a publicly quoted company in 1997 they have now formed Selby & Mills to take advantage of their 40 years of experience in the field of automated assessment.

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Founders

Dr. Colin Selby	Graham Mills
Colin is a Chartered Occupational Psychologist with a PhD in Business Management. He has extensive consulting experience in Europe, America, Africa and Asia. He is a Research Fellow with the School of Business & Social Sciences at the University of Surrey Roehampton. He is an executive member of the Division of Occupational Psychology of the British Psychological Society and has special responsibility for public relations for the profession.	Graham has worked in the computer industry for over 40 years. During that time he has functioned in both software engineering and marketing. Most of that time was spent in the service sector, initially for 'service bureaux' and then in the marketing of PCs and consultancy services. During that period he opened one of the first shops selling IBM PC's and was subsequently Marketing Director of a company selling clone machines from a major U.S.A. manufacturer.