

PSYCHOMETRIC ASSESSMENTS

Feelings may not always be enough to ensure that the candidate you have selected is indeed the best person for the job. The costs of mis-hiring are many and can include high staff turnover, reduced effectiveness and expensive recruitment costs.



What makes us different:

Psychology at Work uses **psychometric instruments** that are approved by the **HPCSA** and have been scientifically shown to be valid and reliable, as stipulated by the **Employment Equity Act**.

Our psychometric assessments allow us to explore patterns in peoples' lives and gain insight into what makes them distinctive. The resulting report can be used both to give clear insight as to a persons fit for a position, and to form a solid base for transformational development.

The assessment includes an in-depth interview so that the information gathered from psychometric tests can be interpreted in relation to the individual's context. Each assessee has the opportunity to receive personal feedback that focuses on development opportunities, where their questionnaires are interpreted and explained by either a psychometrist or psychologist.

Payoffs for using assessments:

- Increase the predictive power of your selection process.
- Reduce the cost of mis-hiring and help new incumbents be productive quicker.
- Highlight areas to clarify through the reference checking process
- Maximise individual potential and retention on the job by identifying strengths and development needs
- Ensure executive placements make sense in terms of organisational strategy
- Increase succession planning's objectivity and fairness.

Which instruments can be included:

- **Raven's Progressive Matrices** is a culture-fair (non-verbal) instrument that measures individual's ability to make sense of complex situations, create meaning out of ambiguity, perceive and think clearly.
- **Learning Potential Computerised Adaptive Test (LPCAT)** is an affordable assessment that can significantly enhance selection decisions for entry-level, supervisory or trainee positions. As its name suggests, the LPCAT is a non-verbal computerised adaptive assessment that assesses the learning potential as well as the current level of functioning of a candidate with regards to abstract reasoning and problem-solving. It has been designed for the **South African environment** and research indicates that this is one of the most culture fair tools available. South African norms are available.
- **16 Personality Factor Questionnaire (16PF)** is a widely used, highly valid and reliable questionnaire that provides a comprehensive measure of temperament and personality traits.
- **Myers-Briggs Type Indicator (MBTI)** is a personality style questionnaire which can be helpful in determining management and leadership styles, as well as some information with regards to fitting with a particular position.
- **Thomas-Kilmann Conflict Mode Instrument** is used in conjunction with the 16PF in order to identify the candidate's preference for each of the five 'conflict handling modes'. An individual's response towards conflict is seen as an important contributor towards interpersonal and management effectiveness.
- **BarOn EQi** is a widely used and researched emotional intelligence test that assesses intrapersonal skills relating to the emotional self-awareness, self management, stress management and adaptability, as well as interpersonal skills such as empathy and assertiveness.
- **Interpersonal Behaviour Style Questionnaire (IBS)** is a questionnaire that serves to identify an individual's preferred interpersonal behaviour style and level of self-insight. This questionnaire is used to corroborate the findings from the interview, 16PF and MBTI.
- **Cognitive Process Profiler (CPP)** is recommended at a senior management / executive level. The CPP is an advanced computerised assessment technique, designed to measure thinking processes and styles and to link these to everyday cognitive functioning, in particular an individual's strategic orientation and ability to cope with uncertainty.
- **General Reasoning Tests (GRT2)** have been developed to assess across a wide range of ability levels. It is particularly useful for identifying staff who are likely to benefit from rather training and development and those who demonstrate promotion potential.