



## PSYCHOMETRIC ASSESSMENTS

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A Comprehensive set of Psychometric Assessment Tools are available to evaluate an individual's Behaviour, Integrity, Ability and Competence and Emotional Intelligence.

Additional / industry specific tools are available to use together with the above mentioned to build a unique Assessment Battery to address the client's reason / need for assessment.

We've carefully selected reputable experienced partners who we can rely on to provide our clients with accurate and trustworthy assessment reports and professional feedback to assist when making important business or career / life decisions. All our partners are making use of HPCSA registered / classified assessment tools or a combination of extracts from registers assessment tools.

The majority the assessment tools used is suited to the South African Environment and some of the major tools are South African Developed.

### WHO ARE WE ASSESSING?

- Individuals for pre-employment purposes
- Different levels of employees in an organisation
- Departments of organisations
- Students

### HOW DOES THE ASSESSMENT PROCESS WORK?

1. Meeting / discussion with client
2. A Battery of tests will be compiled to align with the testing reasons and needs
3. Individual engage in assessment
4. An integrated report compiled by an Industrial Psychologist will be provided in the confirmed turnaround time or in the clients preferred feedback style
5. A Feedback session will take place and can be done in person, telephonically or only in report / document form depending on your needs and requirements

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CHECKS &  
VERIFICATIONS



HR CONSULTING  
SERVICES



PAYROLL  
ADMINISTRATION



PSYCHOMETRIC  
ASSESSMENTS





## EXAMPLES OF ASSESSMENT BATTERIES

### COMPREHENSIVE ASSESSMENT

**POSITIONS:** Executives, Managers, High Risk Profiles

#### BATTERY OUTLINE:

Three complex Psychometric Assessments combined to get a holistic image of the individual's Integrity, Personality and Ability and Competence.

#### Cognitive & Potential

- Current mental ability, potential to develop and eventual cognitive capacity if optimal opportunity and stimulation for cognitive growth are available.

#### Personality

- Doing & work orientation
- Self & perceptual orientation
- Thinking & styles orientation
- People & relations orientation
- Emotions & feelings orientation

#### Integrity

- A Very comprehensive, diagnostic and developmental instrument that provides the user with more than 60 scales to measure the complex concept of integrity, to provide feedback to testees, to make predictions on future behaviour and/or to develop Integrity on an individualistic or corporate basis.



3-4 HOURS

### HOSPITALITY "PEOPLE SERVICES"

**POSITIONS:** Housekeeping, Cleaning / Domestic, Maintenance, Caretaker/Frail Care, Child care/Nanny, Supervisors

#### BATTERY OUTLINE:

##### Cognitive

- Analytical Ability
- Spatial Ability
- Perceptual Reasoning
- Verbal & Logical Reasoning
- Acuity Detail Perception

##### Integrity & Work Ethnic

##### Personality

##### Competency

##### Monitor: Lie & Consistency

This assessment was specially designed to assess individuals for appointing or promoting purposes in "People Services Field" (Hospitality Facilities, Passenger Liners, Labour Brokers, Caretaking Institutions).



45 MINUTES – 1 HOUR



## EXAMPLES OF ASSESSMENT BATTERIES

### CALL CENTRE

**POSITIONS:** Call Centre Agent (Training, Agent, Senior Agent, Management)

#### BATTERY OUTLINE:

This custom Assessment Tool consist of a combination of Cognitive, Integrity, Work Ethic, Personality, Behaviour.

#### Cognitive

- Verbal Analytical & Logical Reasoning and Deductive Reasoning
- Non-verbal Perceptual Reasoning and Acuity Reasoning
- Technical and Numerical reasoning
- Original, Creative & Intuitive Thinking/ Reasoning and Accuracy

#### Integrity

- Reliability & Dependability and Honesty
- Transparency & Openness, Sincerity & Positivity
- Consistency & Stability

#### Work Ethic

- Motivation, Tenacity & Results/Goal/ Completion Driven
- Responsibility, Accountability, Sense of Duty & Taking Ownership
- Time – Perception, Keeping & Utilisation
- Rule & Policy Boundedness (Standard Operating Procedure Compliance)
- Conscientiousness – diligent, thorough, dedicated, attentive & strict

#### Personality

- Friendly, Empathetic, Agreeable & Accommodating and Patient and Cautious

- Internal Locus of Control (Projection, denial, rationalisation & defence mechanism)
- Susceptibility to Pressure & Vulnerability to Influence Devious Disposition (manipulation, rationalisation, denial & self-centredness)

#### Behaviour

- Stress & Pressure Handling and Tolerance of Feelings & Control of Emotions
- Independence & Self-Reliance, Self-Confidence & Self-Assuredness
- Detail, Accuracy and Quality and Self Development

#### Competency

- Facilitate Information-Gathering & Understanding it (Insight & Communication)
- Thinking on Feet, Drawing Conclusions and being Adaptable
- Effective Problem-Solving (In Issue Resolution) and Persuasiveness
- Conclusive & Feedback Behavioural Disposition in Practice (Follow-up Action)

#### Monitor: (Lie & Consistency)



45 MINUTES – 1 HOUR



## EXAMPLES OF ASSESSMENT BATTERIES

### MINING & CONSTRUCTION

**POSITIONS:** Artisans, Technicians, Equipment / Machine Operators

#### BATTERY OUTLINE:

##### Psychometric & Psychomotor Assessments.

- Cognitive Assessment (Non-verbal reasoning ability)
- Personality Questionnaire
- Vienna Test System
  - Concentration under monotonous conditions
  - Determination / Stress tolerance
  - Two hand coordination
  - Estimation ability



2-3 HOURS

### FEAR OF HEIGHTS

**POSITIONS:** Suitable for all Working at Heights positions

#### BATTERY OUTLINE:

##### Psychometric & Psychomotor Assessments.

- Cognitive Assessment (Non-verbal reasoning ability)
- Personality Questionnaire
- Mechanical Comprehension Assessment
- Vienna Test System:
  - Concentration under monotonous conditions
  - Determination / Stress tolerance
  - Two hand coordination
  - Estimation ability
- Fear of Heights assessment (Acrophobia)



3-4 HOURS





## EXAMPLES OF ASSESSMENT BATTERIES

### TRANSPORT

**POSITIONS:** Drivers (Car, Bus, Train, Truck)

#### BATTERY OUTLINE:

##### Psychometric & Psychomotor Assessments.

- Cognitive Assessment (Non-verbal reasoning ability)
- Personality Questionnaire
- Drivers Theoretical Assessment
- Vienna Test System:
  - Concentration under monotonous conditions
  - Determination / Stress tolerance
  - Estimation ability
  - Perceptual abilities
  - Reaction Time



3-4 HOURS

### TECHNICAL LEARNERSHIPS

**POSITIONS:** New Learnership position or absorption of individuals in Learnership positions

#### BATTERY OUTLINE:

##### Psychometric & Psychomotor Assessments.

- Cognitive Assessment (Non-verbal reasoning ability)
- Cognitive Assessment (Verbal reasoning ability)
- Mechanical Comprehension Assessment
- Personality Questionnaire
- Conflict Resolution Assessment
- Values & Motivation
- Vienna Test System:
  - Concentration under monotonous conditions
  - Determination / Stress tolerance
  - Two hand coordination
  - Estimation ability



4-5 HOURS



## EXAMPLES OF ASSESSMENT BATTERIES

### DRIVER ASSESSMENT PROFILE

**POSITIONS:** Driver positions for “general” and “specialised” vehicles

#### ASSESSMENT TOOL OUTLINE:

This competency test was specially developed to serve the Driver Fraternity in the economy of today.

#### Cognitive:

- Analytical and Spatial Ability
- Perceptual Reasoning, Verbal & Logistical reasoning
- Acuity/Detail Perception

#### Integrity:

- Honesty, Reliability & Dependability
- Accountability vs. Denial & Rationalisation, Defence Mechanism & Justification
- Responsibility & Sense of Duty, Rule Deviation vs. Rule-Boundedness

#### Work Ethic:

- Work Centredness & Committedness
- Motivation & Tenacity, Decision-Making & Discretion
- Self-Reliance & Independence, Time - Utilisation, Keeping & Punctuality

#### Competency & Verification

- Experience, Skills & Knowledge, Technical & Practical Orientation/Mindedness
- Awareness/Alertness & Responsiveness to Environment, Value-Appreciation/Care-Orientation
- Stress & Pressure Handling, Patience & Cautiousness
- Emotional Control & Non-Aggression, History of Performance/Behaviour – e.g., Disciplinary Record



1 HOUR

#### VARIOUS TESTING TOOLS

Personality Assessment  
Integrity Assessment  
Cognitive Assessment

Bulk Screening Tools  
English Proficiency  
Security Assessment  
Rehabilitation Assessment Profile  
Comprehensive Aptitude Profile

Managerial Orientation  
Financial Orientation  
Sales & Marketing Orientation  
Entrepreneurial Orientation  
  
Emotional Intelligence  
Brain Orientation Profile  
Counter Productive Work Behaviour  
Organisational Citizenship Behaviour

**PLEASE BE IN CONTACT FOR MORE INFORMATION AND TO FIND OUT HOW MUCH MORE THESE ASSESSMENTS AND OTHER INSTRUMENTS CAN HELP YOU IN YOUR ORGANISATION.**