

**COMPETENCY-BASED ASSESSMENT CENTRE
(SIMULATIONS) & PSYCHOMETRIC TESTING**

ASSESSMENT SERVICES AVAILABLE FROM



— SIGNIFY —

LEARNING ACADEMY

where learning becomes a journey

ASSESSMENT BENEFITS

Why use competency-based assessments and psychometric testing?

- To maximise individual and team performance to their full potential at all levels in the organisation.
- Align individual and team discretion and competencies with the demands of work to achieve requisite outputs.
- Accurately gauge individual potential, not just skills gaps.
- Informed talent management decisions are made possible by providing standardised, valid, reliable, and objective information about an individual, team, department, or the organisation as a whole.
- The ethical use of assessment information will promote and ensure fair and equitable labour practices.

ASSESSMENT TOOLS

We source best-practice assessments from various professional institutions. Some assessments are conducted online and others in person – please enquire.

WHO SHOULD ATTEND?

Anyone or team or department seeking advice or solutions for:

- Succession and Career Planning
- Recruitment and & Selection
- Selection for Training Nominations
- Performance Management
- Personal Development Plans
- Potential Identification
- Skills Audits
- Job Profiling
- 360 Employee Evaluations





We assess through all organisational levels nationally using our network of assessment experts.

WHAT CHALLENGES WILL IT SOLVE?

Assessment can be considered to solve these typical challenges in organisations:

- Which candidate is the best fit for the job?
- Why is this individual not motivated?
- Why does this individual not fit into our culture?
- Why are my supervisors/managers so transactional and only task oriented?
- Why is this team performing so well/poorly?
- Why is this individual contributor/supervisor/manager performing so well/poorly?
- Can I influence this individual's attitude or behaviour?
- Why are my senior staff operating at lower levels? (Crowding the space of their subordinates?)
- Why did this individual derail?
- Why is this individual highly disruptive?
- Why are my staff efficient but not effective?
- What will be the most appropriate development programme for this individual/team?

WHAT ELSE SHOULD I KNOW?

	Entry requirements	As per a Job Description/Profile as well as Psychometric test battery prerequisites.
	Duration	A few hours up to a day depending on the simulations to be used.
	Location	On-site (at your company premises or any other venue).
	Output	Individual or team reports and individual and/or managerial feedback if required.

CONTACT US



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