

**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	Online or On-site (at your company premises or any other venue).
	Output	Individual or team reports and individual and/or managerial feedback if required.