



HUMANESSENCE
Selection. Development. Guidance.

What are Psychometric Assessments?

Scientific tools that help us to understand the fundamental attributes of people for the purpose of both selection and development:

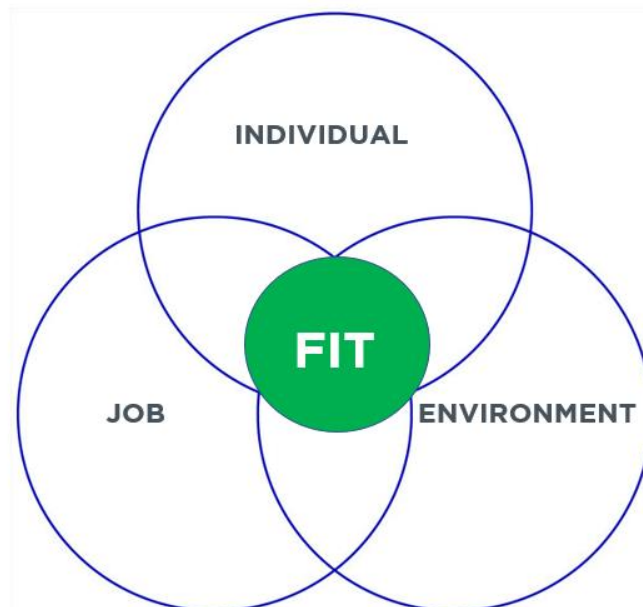
- Objective approach to talent management
- Match the person to the job and environment
- Used to select new hires to ensure that they have both the capability and personal attributes required for a role
- Predict job performance to minimize risk of incorrect placement
- Foster self-awareness and self-acceptance
- Empower people to understand their strengths and development areas in relation to personal, interpersonal and career development

Key Challenges of Hiring Managers:

1. **Hiring** great employees
2. **Developing** great employees
3. **Retaining** great employees

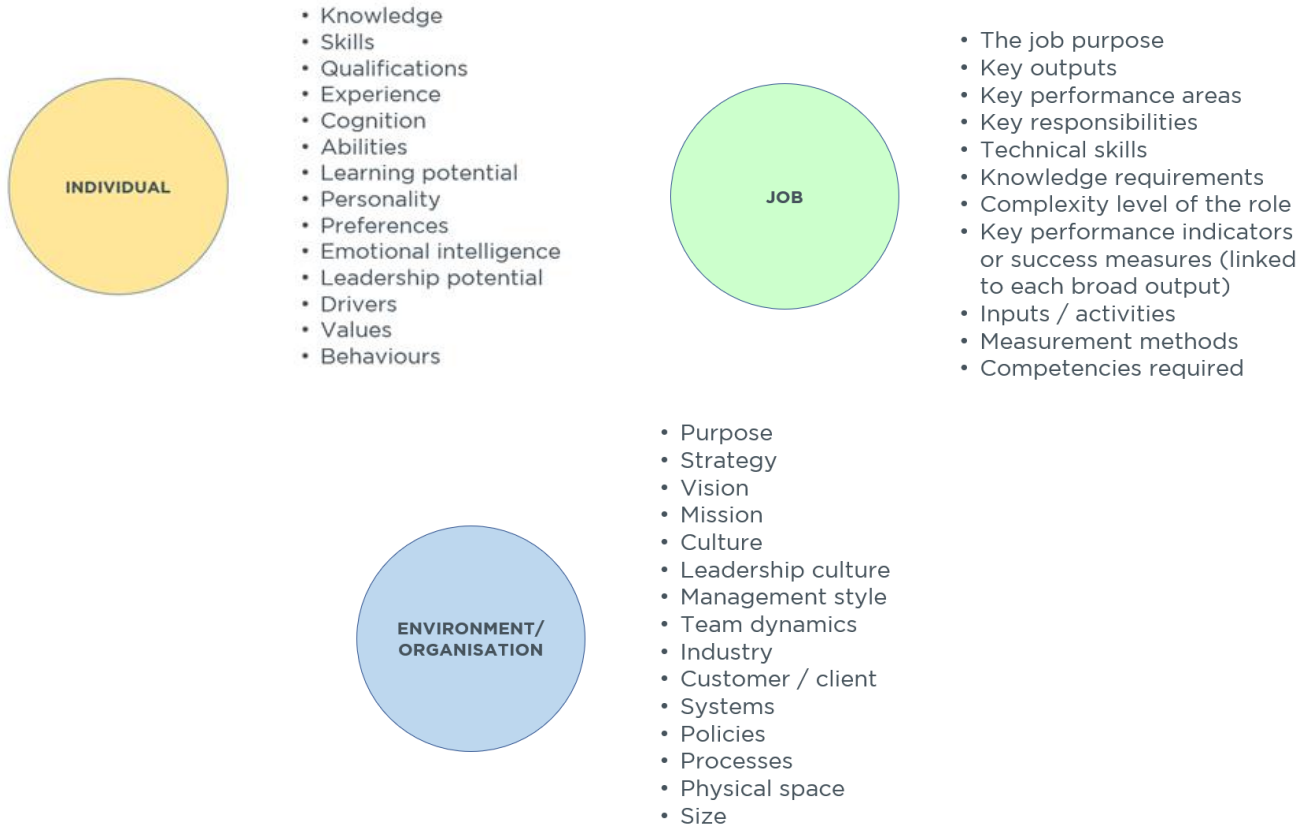
Psychometric assessments are used in all 3 categories. If we don't get number one right, the rest becomes almost impossible.

We need to find a “fit” between 3 areas: the individual, the job and the environment / organisation.



Each “piece of the puzzle” comes with it’s own unique components.

It is our goal to identify a close match between what is required in the office environment, the competencies / KPIs of the job, and the individual's unique traits and background.

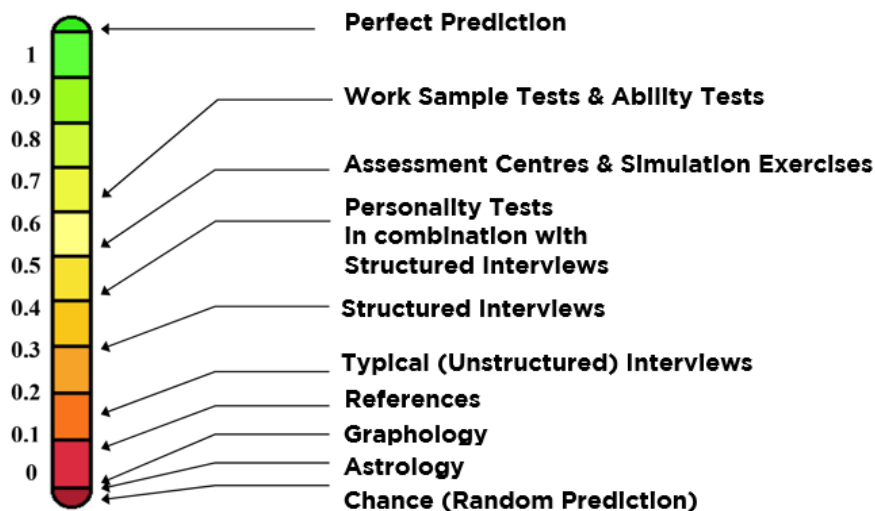


Predicting Job Performance

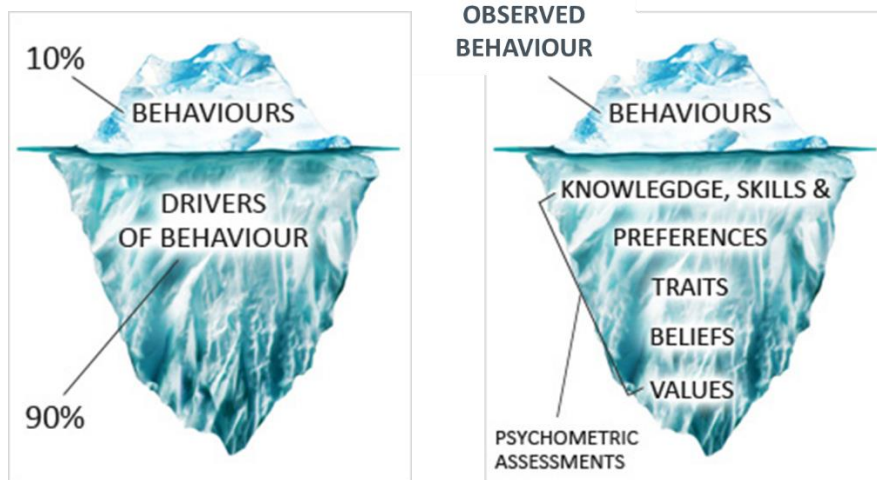
Psychometric and Competency-based Assessments
= Strongest Predictors of Job Performance and Job Fit

Psychometric Assessments can drastically improve hiring practices.

When we combine information from these tests with structured interviews, we add considerable predictive power to the selection process.



Psychometric assessments allow us to tap underneath the surface, and determine job-fit potential that may not be observed in an interview.



Degree of Fit

When clients send us a candidate(s) to be assessed for a role, they are asking us to determine the **degree of fit** between the person and the job.

Selection assessment entails a carefully calibrated process designed to:

1. Deconstruct a role into its core competencies
2. Measure the competencies of the potential incumbent
3. Determine how closely they match

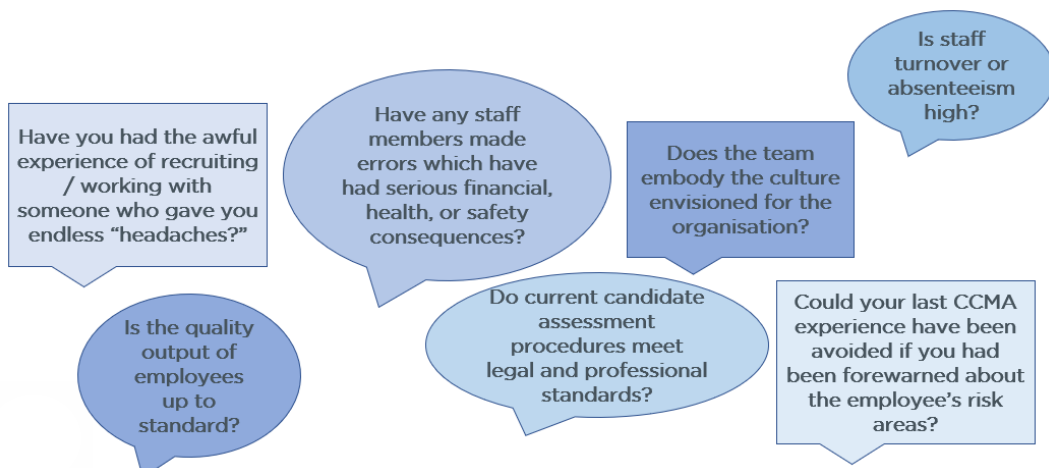
We provide feedback to the decision makers and discuss our recommendations.

Should there be a good fit, the incumbent is likely to succeed in the job and generally be capable of thriving in the role.

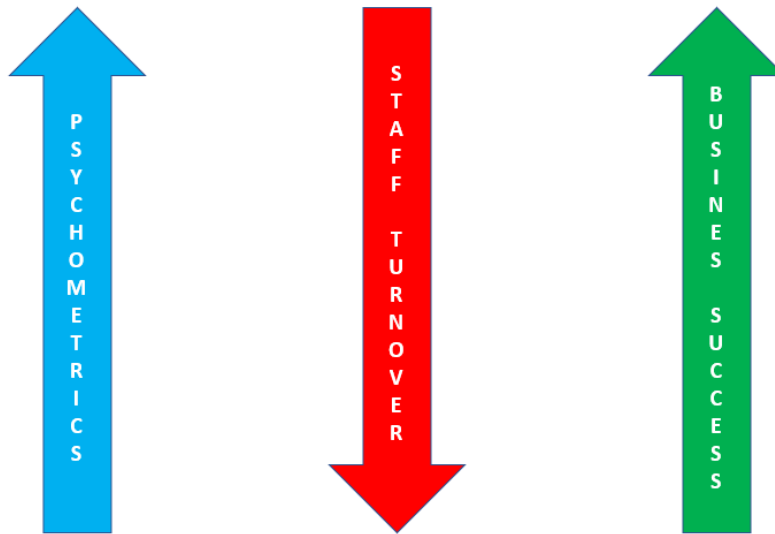
This ensures that the risk of being derailed in the role is dramatically reduced

Why Use Psychometric Assessments?

Ask yourself the following questions about your own practice / organisation or an organisation you know of:



A Proven Relationship...



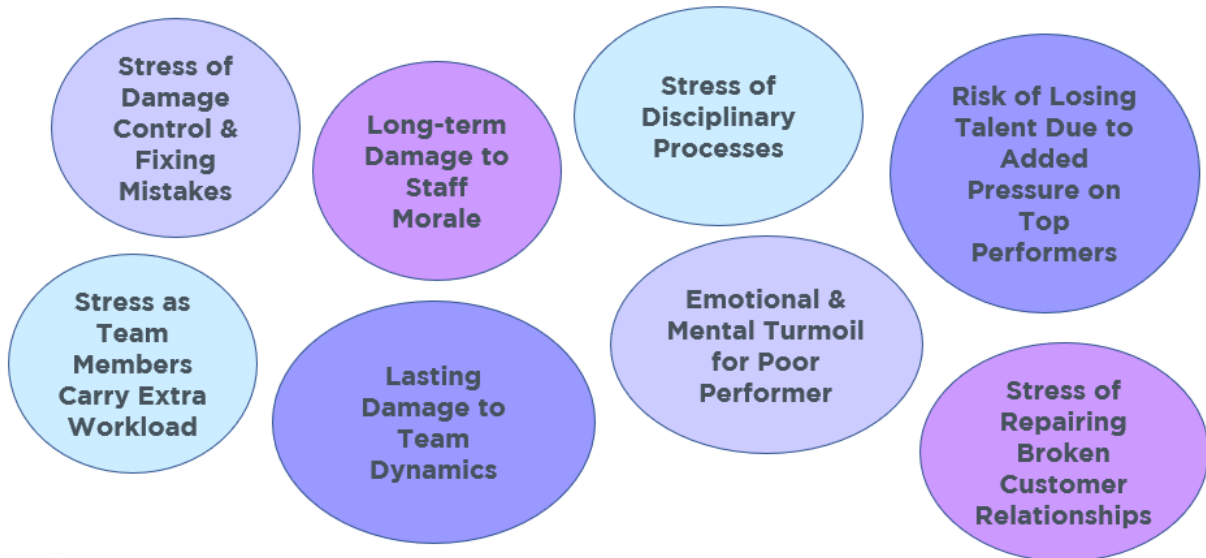
The Cost of “Person-Job Misfit”: Productivity / Financial (Organisation)



The Cost of “Person-Job Misfit”: Other (Organisation)



The Cost of “Person-Job Misfit”: Individuals



Consequences of “Person-Job Misfit”

“As much as 80% of employee turnover is due to bad hiring decisions”

- Harvard Business Review -

“In many ways, a bad hire’s effect on company culture echoes beyond the employee’s tenure. Poor performers lower the bar for other employees, and bad habits spread like a virus.”

- Forbes -

Because turnover carries such a high price tag, organizations need the right tools to identify the best candidates for long-term success.

The Research Shows...

No hire is better than a bad hire.

Being in a bad job is worse for a person’s psychological well-being than being unemployed.

Integration of Assessments

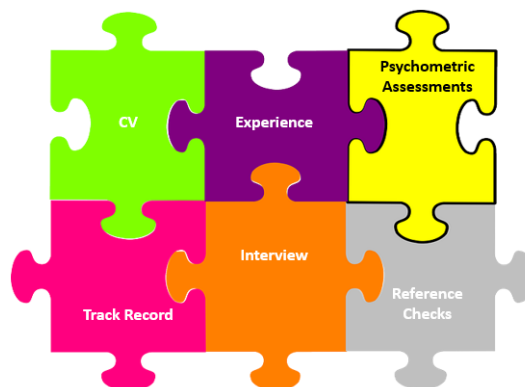
Integrated results give us the full picture of the candidate...

- Using different psychometric assessments allows for identifying trends and discrepancies in skills and behaviour.
- The results quickly reveal where the person is likely to need development or what their true strengths are.
- They show what the results mean for the individual and the organisation in tangible terms.

Ethical Considerations

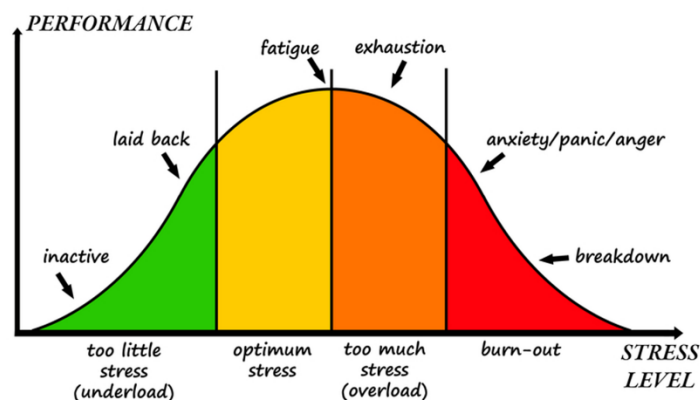
Psychometric Assessments Must Be:

- Used for the **right purpose**
- Professionally developed and have undergone rigorous scientific testing
- Used by a professional service provider registered with the Health Professions Council of South Africa (HPCSA)
- Scientifically valid, fair, and reliable (Employment Equity Act)
- Used in an ethical, sensitive manner
- Kept confidential (only shared with relevant stakeholders)
- Used in conjunction with other sources



Good Job Fit = Optimal Stress and High Performance

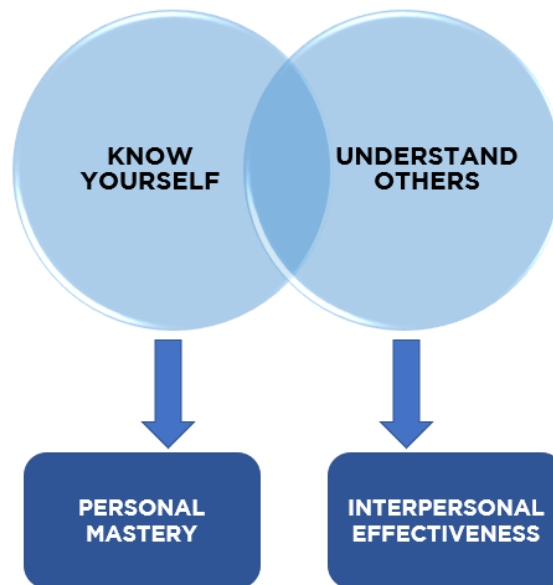
STRESS CURVE



Self-Awareness & Development

The same assessments that were used for selection can also be used for individual development purposes.

This ensures that the time and money spent on assessments is put to good use in the long-term.



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