

Application Value of Assessments

Assessments, tests, and profiling do not end in the testing room, in fact, they generate long-term advantages. While assessments motivate candidates to express their competence, they enable assessors to make sound judgments in key business functions such as:

Recruitment, Selection and Placement

Assessments assist in selecting the right person for the right job through objective measures as a way of verifying if the knowledge, competencies, potential and personality traits of a candidate are an optimal fit for a particular job. Whether candidates are placed externally or internally, selection assessments are effective in creating short-listed candidates, comparing assessment results, compiling interview questions and exploring key features of a job. By and large, assessment is a wise investment considering the cost of making a hiring error.

Performance Appraisal

Assessments help organisations to attain their goals through its people and help manage and coordinate individuals and teams toward accomplishing those goals. Assessments detect people's strengths and challenges proportionate to specific skills, knowledge areas, abilities, and competence as well as performance behaviours.

Change Management

Assessments assist in transitioning individuals and teams from a current state to a desired future state with the intention of integrating teams and managing human capital. Assessment questionnaires survey the perceptions, attitudes and behaviours of employees, teams and departments in organisations with the purpose of translating diversities into synergy and compatibility.

Training

Assessments identify training needs for personal and professional development. They make provision for supportive feedback and help employees attain the expected standard of performance through skills training. Custom designed assessment tools highlight strengths and challenges, pinpoint training needs and evaluate the success of training courses. In South Africa the Skills Development Act (Number 97 of 1998) stipulates the need for developing skills of labour in the workplace.

Development

Assessments determine growth opportunities ranging from individual, to team, to organisational development. They create appropriate prospects for development to assist employees in acquiring and enhancing the required areas of competence and to coach employees struggling with aspects of their job. Assessments also assist in promotions, career counselling and succession planning. Specific team interventions help create high performance leadership and project teams with the aim of encouraging teams to work together skilfully and to enhance organisational growth in general.

Behaviour Modification

Assessments help manage interpersonal relationships and resolve conflict of individuals and teams to promote a positive work environment conducive to innovation and growth. A healthy work milieu where staff feels valued, is one they are less likely to leave. Assessments assist in building capacity and conducting specific interventions that modify inappropriate behaviour. They address diversity and enhance synergy to positively change and integrate both people and systems in the organisation.

