

# Assessment Modules

Whether screening selection candidates, assessing team functioning or observing behaviour, competencies are used to interpret specific skills, knowledge, abilities and behaviours. Whether appraising employee performance or evaluating corporate perceptions, competency-based interventions are designed to capture fundamental human traits such as:

## Corporate Persona

The inherent traits, styles of work and preferences of people as reflected in a social and business setting. The way in which a unique persona unveils through distinct attributes and characteristics as experienced in the environment and in relation to other people.

## Business Acumen

People's general business sense, insight and level of comprehension of business concepts, processes and work values in an organisation. The way in which they encounter challenges and bring about suitable solutions to deal with these issues.

## Innovation Profiles

People's capacity to generate new ideas, services or products in an organisation and their ability to successfully drive innovative concepts and processes that lead to a positive outcome in the organisation.

## Skills Preference

The preferences and interests people have for specific skill sets in the world of work, how much they enjoy carrying out various types of activities, and the aptitude with which they apply their expertise.

## Emotional Intelligence

The way in which people interpret their own and others' emotions and behaviours in personal and professional relationships. Their ability to manage emotional situations, to develop greater self-awareness and to make their emotions work for them.

## Motivational Dynamics

The energy with which people approach their work, and the factors that increase or reduce their level of motivation. Their insight into motivational dynamics in a social and business setting and their experience of both intrinsic and extrinsic types of motivation.

## Corporate Surveys

Strategic issues that affect the day-to-day functioning of staff, such as business practice, work values and diversities. The opinions and perceptions of staff and their awareness and understanding of the climate and culture in the organisation.

## Career Orientation

People's interests, values and activities in specific career dimensions relating to work, remuneration, promotion and recognition.

## Interpersonal Skills

The way in which people think, feel and act in different interpersonal situations and the style they adopt to relate to others socially and at work.

## Management Style

People's executive style in a business environment and their competence in managing people and processes. How they deal with challenges on a daily basis and the behaviour and skill sets they apply in managerial positions.

## Leadership Style

The perceptions and proficiency with which leaders respond to people, issues and demanding situations and the level of skill and comprehension they display when involved in leadership and managerial initiatives.

## Team Roles

The specific roles team players adopt as integral members of a team and their proficiency in participating and contributing to team outcomes. How they respond to challenges and their capacity to cope as team players in a group setting.

## Influencing Styles

People's influencing style in organisational settings and their proficiency in making an impact on the business and people they work with. Their fundamental ability and capacity for impacting diverse business scenarios and state of affairs.

## Conflict Management

People's competence in identifying problem areas, managing interpersonal discord and resolving intricate conflicts in a business milieu. Their response to demanding work scenarios and the style of behaviour they adopt in divergent situations.

## Stress Management

People's capacity to manage stress on a physical and psychological level in diverse situations. Their patterns of coping with stress and their response to specific sources of stress that determine their ability to handle tough situations.

## Literacy and Numeracy

involves the ability to integrate listening, speaking, reading and writing skills and to use language appropriate to different social situations. Literacy proficiency includes critical thinking as well as creative ideas and analytical acts involved in producing and comprehending text. Numeracy involves the ability to reason with numbers and other mathematical concepts. Numeracy proficiency includes the ability to apply logic and reasoning and to have the numeric skill to interpret situations and make judgments.

