

# Occupational Assessments

## INTRODUCTION

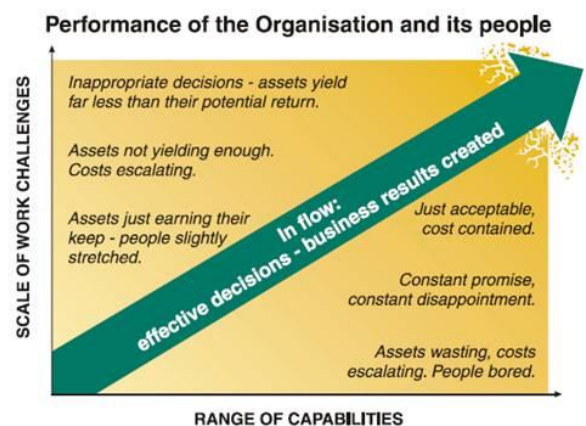
In our dynamic, highly competitive environment, organisations are faced with many challenges, including the need to achieve company goals to remain profitable entities and to provide services that meet and exceed customer expectations whilst operating within legislative requirements. The single most valuable asset a company has is its human resources and the need to recruit the best people, and further develop and retain staff, is a strategic necessity.

## THE VALUE OF INTEGRATED ASSESSMENTS

The objective is to tap into the maximum potential that a person has by assessing a broad range of abilities, attributes, values, competencies and behavioural styles using an integrated set of methods and models of human behaviour. The primary advantage and value-add of an integrated assessment process is producing objective and scientifically generated data and information for decision-making purposes.

No single selection method can satisfactorily assess or predict success at work. At the same time, understanding what people must achieve in the work they do – and measuring these outputs – has become a fundamental processes of work. Assessment centres provide the opportunity to participate meaningfully in the generic business cycle of understanding evolving needs in society, designing entrepreneurial interventions, maximising distinctive competencies, honing competitive advantage and aligning resources for the best possible outcome, using the following guiding principles:

- ❖ Enhance organisational performance against the business plan.
- ❖ Enhance individual performance against agreed objectives.
- ❖ Manage under-performance firmly and constructively.
- ❖ Give direction to employees in terms of their career planning and personal training and development.
- ❖ Enable a culture of continuous improvement.
- ❖ Provide objective measures of potential and performance.
- ❖ Provide a vital link to ongoing coaching and development



Using a network of qualified Psychologists and Psychometrists and a wide range of assessments, Bioss SA works across many industry sectors in various categories and levels of jobs (managerial, administrative to customer services; supervisory to executive).

Research is conducted to ensure that assessments and tools are up-to-date, relevant, valid, reliable and value-adding. Selections of dimensions considered when setting up an Assessment Centre depends on the purpose of the assessment (e.g. recruitment / development / promotion) and the needs of the company:

- Personality attributes
- Applied competence
- Abilities
- 360° evaluations
- Emotional maturity (EQ)
- Culture fit
- Longer term potential/Capability
- Leadership potential

The design of a Development Centre is underpinned by identification of competency clusters relative to the Levels of Work framework, facilitating the differentiation between the managerial levels of first line managerial and/or specialist, middle management and senior management positions. Current competencies are measured in order to determine skills gaps, diagnose performance deficiencies and suggest corrective action in a safe and non-threatening environment.