

# Assessment Product Overview



# Who is BLOSS Southern Africa?

BLOSS SA is a niche consultancy focused on improving organisational and people effectiveness. This is achieved through a blend of assessment, consulting and technology solutions.

Our core lines of business are **Psychometric and Capability Assessments, Talent Management, Change Management and Structural and Talent Analytics.**

We have been successfully providing our products, services, and technology to clients since 1989 and our client base has steadily grown to over 200. We have offices in Johannesburg and Cape Town and associate consultants in various local and global geographies.

## BLOSS SA Assessment Products

Assessment	Product	Organisational level	Delivery
Capability	Career Path Appreciation (CPA)	Senior Management	Face-to-Face
	Modified Career Path Appreciation (MCPA)		Online / telephonic
	Modified Career Path Appreciation (SCAN)	Junior – Middle Management	Online
	Initial Recruitment Interview Schedule (IRIS)	Operational levels	Face-to-Face / telephonic
Personality	Linked Psychometric Assessment (LPA)	All levels	Online
	Elite Personality Profile (EPP)		
Cognition	Elite Intellect Profile (EIP)	Professionals +	Online
	Workplace Aptitude Test (WAT)	Senior Management	
	Think Series	All levels	
Situational Judgement	Sales	All levels	Online
	Management		
	Supervisor		
	Teams		
	Service		
EQ	EQ Profile	All levels	Online
Integrity	Elite Integrity Profile	All levels	Online
Skills	Elite Skills Profile (ESP)	Entry-levels	Online
	Work Readiness Skills Profile (WRSP)		
Aptitude	Mechanical Aptitude Test (MAT)	Professional	Online
Attitude	Positive Attitude Profile (PAP)	All levels	Online
Grit	Elite Grit Profile (EGP)	All levels	Online
Competence	Assessment Centres (Role Plays and In-Baskets)	All levels	Online
360 Surveys	ELDI	Management	Online
	Working Relationships Appreciation (WRA)	All levels	



## Why choose us as your Assessment Provider?

- 20 years of assessment experience
- Dedicated team of experienced Psychologists and Psychometrists
- Genie talent system that integrates capability assessment results
- Assessment technology infrastructure (booking and reporting system)
- Exclusive distributors of capability products (CPA, MCPA and IRIS)
- Distributors of the PsyMetrics assessment products
- Eclectic assessment approach
- Dedicated team of assessment co-ordinators / account managers

## Eclectic Assessment Approach

Whilst BSA typically utilises its own assessment products we do also offer clients other widely used products available on the market.

## Additional Assessment Products

Assessment	Product	Organisational level	Delivery
Personality	Occupational Personality Questionnaire (OPQ)	All Levels	Online
	Hogan Suite of Products (HPI, HDS, MVPI)		
	The Sixteen Personality Factor Questionnaire (16PF)		
	15 Factor Questionnaire Plus (15FQ+)		
	Occupational Personality Profile (OPP)		
Cognition	Wechsler Adult Intelligence Scale (WAIS)	Professionals + Senior Management	Online
	Verify Range		
	General Reasoning Test (GRT2)		
	Critical Reasoning Test (CRTB)		
EQ	Emotional Quotient Inventory 2.0 (EQ-i 2.0)	Professionals + Senior Management	Online
Integrity	IP200 & IMI	All Levels	Online



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