



the makings  
CONSULTING



## A quick guide to occupational assessments?

Occupational assessments provide an opportunity to gain more insight into a person's capacity for complexity, works style and behavioural patterns, opening up the window to an individual's unique make-up.

This is a quick guide that will give you more information on the most popular assessments and what each psychometric test entails.

At the Makings Consulting we pride ourselves on our specialist knowledge to support our clients in making informed talent decisions and customise our approach and the assessment battery needed to the clients specific needs. All our assessments can be done virtually and within a few hours.

TEST	Cognitive Process Profile	COPAS	Saville Wave Work Style	EQi 2.0	Hogan Development Survey (HDS)
TIME	1 - 3 hours	40 minutes	30 – 40 minutes	20-30 minutes	15 - 20 minutes
FOCUS	A computerized assessment technique which externalises and tracks thinking processes to indicate a person's cognitive preferences and capabilities.	A cognitive assessment designed to assess a person's cognitive function and measures their current and potential mental ability.	An exploration of an individual's motives, preferences, needs and talents within the work context.	Measures a set of emotional and social skills that influence the way people perceive and express themselves, develop and maintain social relationships, cope with challenges, and use emotional information in an effective and meaningful way.	Measures the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success.
COMPETENCIES	Problem Solving Ability Thinking/ Cognitive Processes Learning Potential Complexity Level	Mental Alertness Problem Solving Numerical Ability Creative Thinking Attention to Detail Spatial Relations	Problem Solving & Intellectual Preferences Team Dynamic & Interpersonal Orientation Key personality traits Task Orientation and Results Delivery Resilience and Drive	Self-Expression Interpersonal Relationships Decision Making Stress Management	Recognize and mitigate performance risks before they become a problem.
APPLICATION	Used for selection, placement, succession and development purposes; highlighting current and potential performance in the workplace by identifying key thinking processes of an individual.	It consists of symbolic test-items and measures Current Mental Ability, Potential to Develop and Eventual Cognitive Capacity if optimal opportunity and stimulation for cognitive growth are available.	Used in selection and development to understand employee needs, motives, talents and place individuals in positions best suited to their style, while highlighting areas for further growth.	Used in corporate, human resource settings to assess a client's general degree of emotional intelligence, potential for emotional health, and present psychological well-being.	Used in corporate, human resource settings to assess a client's personality risks (derailers).
NORM GROUP	Standard	Standard	Global or South African	Global or South African	Global or South African

What does each assessment entail?



# Which standard offering matches your need?

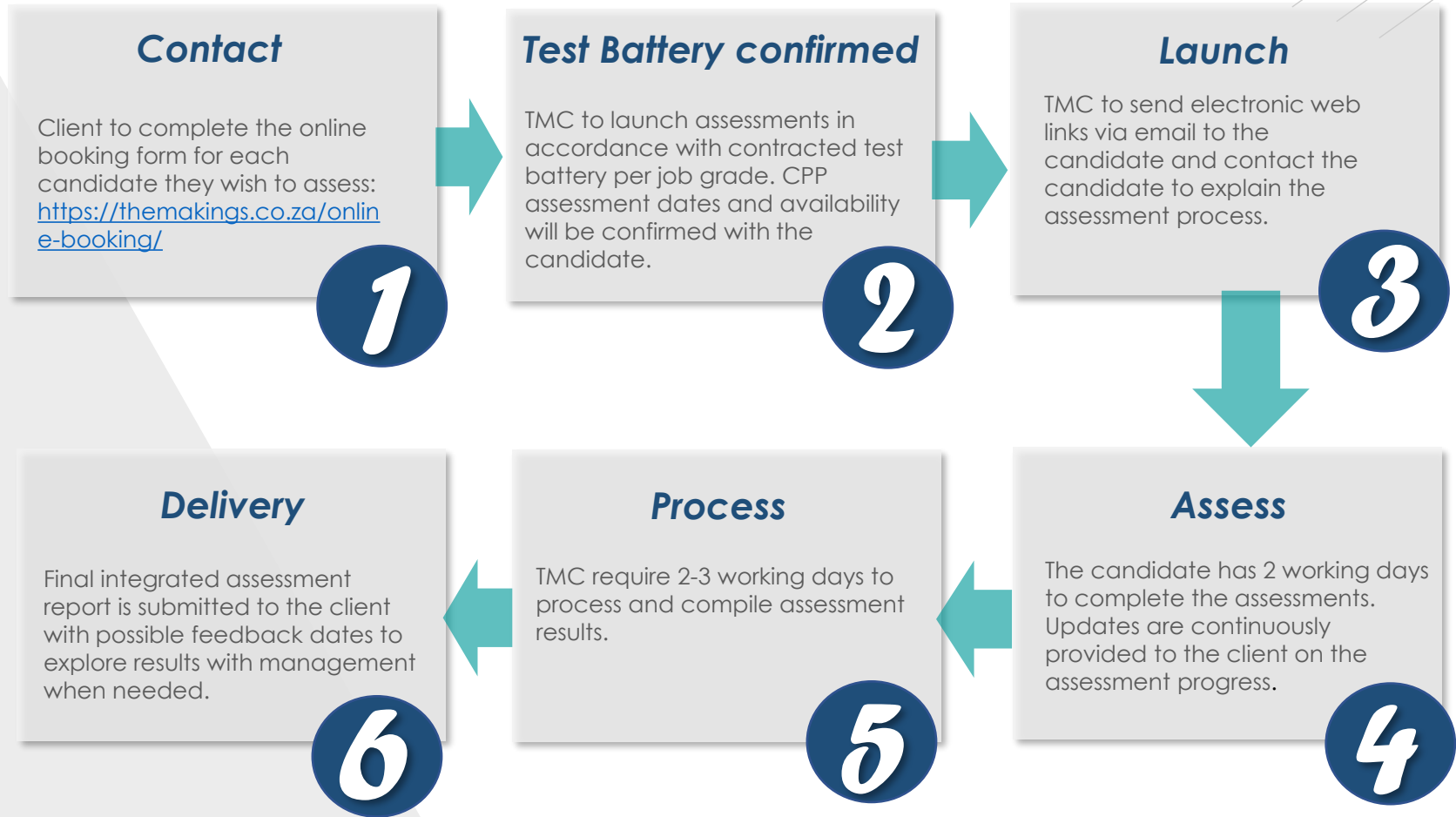
Please see below a quick guide with some of our most popular assessment battery options to guide you in selecting what best aligns to your needs.

	<b>Option A</b> (WAVE & COPAS)	<b>Option B</b> (WAVE, EQ & COPAS)	<b>Option C</b> (WAVE, EQ, COPAS AND HOGAN)	<b>Option D</b> (WAVE & CPP)	<b>Option E</b> (WAVE, EQ & CPP)	<b>Option F</b> (WAVE, EQ, CPP & HOGAN)
<b>Junior/ Administrative roles</b>	➤	➤				
<b>Specialist Roles</b>				➤	➤	
<b>Executive Roles</b>			➤		➤	➤

**Remember:** All our solutions are **fully customisable** - we adjust to your unique needs. For further support contact [launch@themakings.co.za](mailto:launch@themakings.co.za) or dial (012) 346 7931



# What is the process?



Unsure, reach out to [launch@themakings.co.za](mailto:launch@themakings.co.za) or dial 012 346 7931 for support.

# Most Frequently Asked Questions:

## Can all the assessments be done remotely?

Yes, all our assessment are conducted online, and the candidate can complete it from the comfort of their homes.

## In what formats are feedback sessions conducted?

Feedback sessions can be conducted on site, alternatively we conducted virtual feedback through effectively leveraging secure online communication platforms. This is set-up after the assessments are completed and the report is finalised.

## The CPP is a supervised assessment, how would a candidate complete it remotely?

Our TMC team have extensive experience administering the CPP through the use of virtual platforms and provide supervision no matter where in the world a candidate is located.

## What web-browser is best to use when completing assessments?

Chrome is recommended as it allows for the most effective running and completion of all the assessment questionnaires/games.



# Most Frequently Asked Questions:

## **Do I as an Administrator need to communicate anything to a candidate before the assessment process starts?**

It is best practice to advise the candidate that the next phase of the recruitment/talent process will involve psychometric assessments and that they can expect to be contacted by The Makings Consulting.

## **Will I as the administrator be provided with updates on a candidate's progress?**

The assessment coordinator will confirm once an assessment is launched and will provide you with regular feedback on the candidates' progress.

## **What happens if a candidate is having technical difficulties?**

When the candidate is invited to participate in the assessment process we advise we are available to support if they encounter any errors. We go the extra mile to ensure a seamless experience.

Further inquiries can be made by reach out to [launch@themakings.co.za](mailto:launch@themakings.co.za) or dial 012 346 7931 for support.

