

# CONFIDENTIAL PSYCHOMETRIC REPORT

**Name of Candidate:** Shamiso Dhlakama (SD)

**Position :** Position

**Company :** Company Name

**Date :** 9th Nov, 2021

DONE BY EP INDUSTRIAL PSYCHOLOGICAL  
SERVICES P/L

The contents of this report are highly confidential and unauthorised persons not directly involved with the selection decision may not obtain access to its contents. Under NO circumstances may this report or a copy of it be given to the candidate it concerns.

Psychometric tests must not be used as the sole determinant of selection decisions. Other sources of information like interviews, reference checks, etc., should also be considered in making a final decision.

The candidate was assessed on the following domains of occupational psychological functioning:

- Cognitive Ability
- Supervisory In-tray
- Personality

## SUMMARY REPORT

Below is a summary of the various assessment areas:

Key Assessment Area	Dimension	Rating
<b>Cognitive Ability</b>	Numerical reasoning	
<b>Supervisory Competencies</b>	Management of Plans and Priorities	Average
	Management of Time	Average
	Management of People	Upper Average
	Management of Customers	Upper Average
	Management of Information	Upper Average
	Management of Operational Efficiencies	Lower Average
	Management of Resources	Upper Average
	Management of Change	Upper Average
	Management of Results	Upper Average
	Management of Self	Upper Average
<b>Personality</b>	Stress Tolerance	Average
	Tough mindedness	Average
	Self-discipline	Upper Average
	Sociability	Upper Average
	Dominance	Upper Average
<b>Key Strengths</b>	To be capitalized on in role.	-Management of plans, priorities and change. - Dominant and assertive in social encounters.
<b>Key Development Areas</b>	To be worked on to enhance success in role.	Supervisory competencies presents some developmental opportunity for BD.
<b>Recommendation</b>	Recommended	

#### DETAILED PROFILES

Below are the detailed profiles in their respective order.

##### 1. COGNITIVE ABILITY

##### GENERAL REASONING TEST BATTERY

The General Reasoning Test (GRT) Battery assesses the candidate's cognitive ability, that is, verbal reasoning, numerical reasoning and abstract reasoning skills. It assesses the ability to solve complex problems as well as make meaningful decisions on the basis of information presented. The cognitive ability level is then compared with similar other candidates in a given population (norms). The battery consists of the following tests:

##### Verbal Reasoning Test

The Verbal Reasoning Test assesses a person's ability to use words in a logical way, that is, the ability to perceive and understand concepts and ideas verbally. It assesses one's ability to make decisions based on given information, as well as the ability to understand, interpret and use words for the purposes of communication.

##### Numerical Reasoning Test

The Numerical Reasoning Tests assesses the candidate's ability to understand and interpret given statistical information presented in tabular and graphical form, for work-related decision-making.

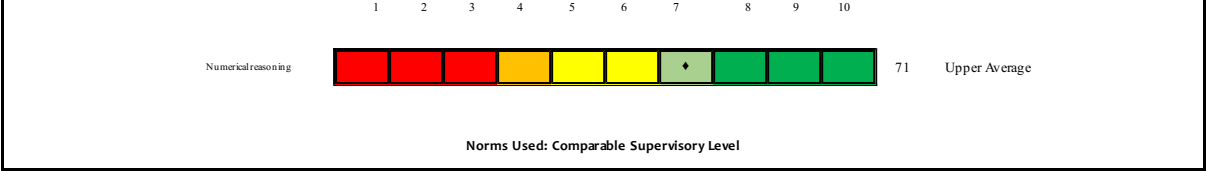
##### Pattern Recognition and Reasoning Test

This test assesses the candidate's ability to understand and follow complex patterns and make judgments for decision-making. It seeks to measure the ability to think logically, imagine concepts and reduce those concepts into practical realities.

The cognitive ability level is then compared with similar other candidates in a given population (norms). As a result a standard score (sten) and a percentile rank (%ile) are used to interpret the performance on this test battery and are given to indicate where one is in comparison with similar candidates in the population who took the same test. Stens (standard ten) rank candidates' performance on a scale of 1 (lowest) to 10, (highest), in comparison with a representative sample of similar others. Percentiles (%ile) provide the relative standing of the candidate's performance on the test on a scale of 1 to 100, that is, when compared again to a representative sample of similar others who took the same test.

For example, performance at 80%ile means that one performed better than 79% of a comparable sample. So those with higher Stens and percentiles would have performed better than those with lower Stens and percentiles. The candidate's cognitive ability profile is provided below.

General Reasoning Profile Chart						
Sten						
Test	Below Average	Lower Average	Average	Upper Average	Above Average	%ile Comment



Overall Cognitive Profile

Below Average	Lower Average	Average	Upper Average	Above Average
			♦	