



# DYNAMIC TALENT

A NEW ERA OF TALENT ACQUISITION

## Psychometric Assessments

**Psychometric assessments provide an objective, scientific and in-depth view into an individual.**

This provides a significant contribution to the robustness of the recruitment process. It does this by allowing organisations greater insight into the individual's abilities and fit for the cognitive and emotion demands of the role, team and organisation along with how best to manage and motivate the individual.

*It also provides the individual with a greater understanding of themselves.*



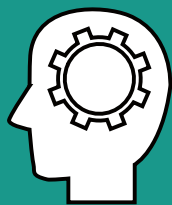
### Cognitive Ability

An individual's potential to use mental processes to solve problems and/or acquire new knowledge.



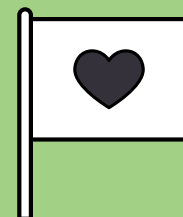
### Cognitive Capability

An individual's capacity for judgment and to make decisions based on one's judgement when faced with uncertainty and ambiguity.



### Personality

The way in which an individual typically thinks, feels and behaves which can be productive or counterproductive for an organisation.



### Emotional intelligence

The ability to understand and manage one's own emotions and the emotions of other people.



### Values & Motivation

The factors that an individual believes are important and reasons that drives them to behave a particular way.



### Leadership & teamwork style

The types of roles an individual tends to take on as a leader and in a team.

***Beyond recruitment!*** Psychometrics are effective tools that can be utilised for career guidance and counselling; team dynamics and effectiveness; leadership – mentoring, coaching; and general self-improvement.