



Psytech South Africa
Catalogue
2022

Products, services and training

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Introduction to the catalogue

Dear psychology professional,

In this catalogue you will find a summary of products, services and training offered by Psytech South Africa.

Please feel free to contact us for a personal consultation on how we can help you address assessment concerns. Bear in mind that the catalogue is only the beginning. We are in a position to provide customised solutions to address your specific needs.

It is our aim to help our clients make good professional decisions. We also feel strongly about advancing proper assessment practice to protect the rights of the people being tested as well as the psychology professional concerned. We believe that in doing so, we are protecting the interests of the profession of Psychology.

We would also like to refer you to another source of information – our website. The catalogue gets updated approximately once a year, but the website is updated more often, and contains more in-depth information about every instrument and assessment technique than we can possibly present in a printed catalogue.

www.psytech.co.za

Warm regards

Psytech South Africa

The Team

Nanette Tredoux is a registered Psychologist in the following categories: Research, Counselling and Industrial. She is the managing director of Psytech SA and also a director of Psytech Cape.

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Pamela Dladla is Psytech SA's Accounts Administrator and assists with all invoices and statement queries.

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Clement Petersen is a manager: Psychometrics, training and professional practice. He is registered as a Psychometrist (Independent Practice) as well as a Registered Counsellor (Independent Practice). He is responsible for consulting, professional support and training to clients regarding Psytech products.

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Sarah Kempen is a manager: Psychometrics, training and professional practice. She is registered as a Psychometrist (Independent Practice). She is responsible for Psytech SA's CEU accreditation, consulting, professional support and training to clients regarding Psytech products.

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Clement and Sarah both negotiate and periodically review Psytech SA's service level agreements with major clients.

Crystal Clack is registered as a Psychometrist (Independent Practice) and Psytech SA's research coordinator and is available to consult on all research needs and queries. Crystal is involved in co-ordinating and conducting research activities in support of our psychometric assessments, monitoring ongoing research, data collection relating to these assessments, statistical calculations and documenting the results of research.

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Crystal is responsible for negotiating research agreements including non-disclosure agreements related to research.

All our professional staff take part in Psytech SA's consulting projects. Where necessary, we may contract in appropriately qualified professionals on a temporary basis.

Ikageng Zono is the lead support consultant. In addition to the functions performed by the other support consultants, he is responsible for user training relating to Psytech SA's software systems, including the use of the 360-degree appraisal. Additionally, Ikageng supports clients regarding online system queries and technical support. He liaises with Psytech SA's Information Technology service provider to ensure that we have the minimum of service interruptions.

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Betty Sewelo is responsible for general administration, switchboard and reception at the main office, and will probably be your first contact with Psytech SA. She also does processing of orders.

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Psytech Cape

Psytech Cape was formed specifically to provide service and support to Psytech SA clients in the Western Cape and surrounding areas.

Babette Barnard is a registered Psychometrist (independent practice), and managing director of Psytech Cape. Her responsibilities include psychometric consulting services, training and client support (technical and sales), as well as bureau scoring and reporting. She is concerned with helping her clients grow and develop professionally through sharing information and industry knowledge. Her email address is: babette@psytechcape.co.za

Lara Kelly is a registered Psychometrist (Independent Practice). She is responsible for consulting and client support, as well as bureau scoring and reporting. She processes Psytech Cape's orders and assists clients with queries relating to the GeneSys online system and Psytech materials. Her email address is: admin@psytechcape.co.za

Terms and Conditions

The Psytech tests and questionnaires are psychological instruments; their use is therefore regulated by law. Psychological tests may only be used under the supervision of an appropriately registered psychology professional. We require the signature of a registered psychologist / psychometrist (independent practice) / registered counsellor (independent practice) when test materials are ordered or an account is created with us.

If a company does not have an appropriately qualified psychology professional, Psytech SA can refer the company to a registered person who can perform the service. We must, however, point out that the Health Professions Act and the Professional Board for Psychology determine the restrictions on the distribution and use of psychological test materials. We cannot supply materials to persons who may not legally use them, but we will do everything we can to put you in touch with registered professionals who know our products. The tests must be administered by a person who is legally entitled to do so, and in practice, that means a psychometrists (independent practice), registered counsellor or psychologist. Additionally, it is our view that the interpretation and feedback of test results will always remain an activity that requires specialised training, and in that regard, we support and adhere to the regulations of the HPCSA.

Psytech SA does business with organisations of all sizes, from solo practitioners to listed corporations. It is important for us to ensure that our accounts are administered prudently to ensure the continuity of supply to our clients who depend on us. We endeavour to treat our clients equally and fairly. Psytech SA allows clients to open accounts with us for the purchase of credits, pencil and paper materials and consulting. Two options are available here; a cash account and a credit account.

A cash account enables the purchases of products and services on an as-needed basis, provided that the products and services are paid for in full. This is for clients who prefer paying upfront, do not agree to a credit check, or who are not granted 30-day payment facilities. In such cases the funds have to show up in Psytech SA's bank account before goods or services are supplied. We reserve the right to refuse to accept cheques, and there may be a clearing period for cheques, credit cards and EFTs.

Alternatively, a credit account allows a client a 30-day payment facility, as opposed to being required to pay before receiving products or services. New accounts are opened subject to a successful credit check to which the client must sign consent. Psytech will assign a credit limit based on the results of the credit check and the client's payment record. Clients may apply to have their 30-day payment limit increased. A poor payment record may result in the 30-day payment facility being withdrawn and the account becoming a cash account. Invoices and statements are sent out monthly. Interest is charged on balances outstanding over 30 days. Prompt and full settlement of accounts avoids incurring interest charges. If any amount on an account is outstanding for 90 days or more, we require the account to be settled in full before further products and services will be supplied.

Consulting projects are done on the basis of an accepted proposal and quote. If the project requires us to incur significant costs in the form of materials or work that needs to be contracted out, a project activation fee will be required to be paid before work can commence.

Training fees are also required to be paid upfront in order to secure a booking on a training course.

Training and Accreditation

Currently, we do not require professionally qualified clients to undergo compulsory training in order to be allowed to use the tests. Registration with the HPCSA in a category which is allowed to use tests in independent practice is sufficient for access to the tests.

Nevertheless, we have CEU-accredited training available at our offices, and are prepared to offer training courses in-house to organisations or groups of professionals by arrangement. Our training courses have been offered online via video-conferencing platforms during the pandemic and we intend to continue making use of this technology to make our training available to users across the county and save on travel and accommodation costs for delegates as well as our consultants.

We do, however require new users to undergo training in the use of the online testing and reporting system, GeneSys2020.

We are implementing online accreditation assessments on our e-learning platform and moving our training courses to be run through this platform, initially utilizing hybrid learning combining online conferencing with downloadable resources, online exercises and online assessments.

Assessment Accessibility

There are essentially two ways of accessing and using our assessments: online or paper and pencil. To use the online system, the necessary paperwork needs to be completed and access to the testing platform is granted, free of charge. Thereafter, credits need to be purchased and are used when generating reports on the online platform. Thus, no credits are used to administer the assessment.

When administering assessments with paper and pencil material, booklets and answer sheets need to be purchased and cannot be rented from us. Additionally, a minimum of five answer sheets per question booklet needs to be purchased. These answer sheets are valid for one use only, and copying of answer sheets is prohibited. Thereafter, the online platform can be utilised to manually input the candidate data and answers. The same costs and procedure as the online process (delineated above) apply here.

Psytech believes that your choice of tests should be based on an informed review of all the technical evidence supporting the test's use. To this end, Psytech makes all technical manuals available as a free download. This enables you to evaluate the merits of Psytech tests at your leisure and compare these with alternative instruments. Example reports, technical manuals and South African documentation of psychometric properties can be downloaded from our website.

Remote administration

Item-banked tests and questionnaires can be administered remotely without being supervised. Fixed-length ability tests can also be administered remotely but need to be supervised using a screen-sharing application such as Zoom, Skype or Teams, and the Managed Group feature on the GeneSysonline system.

Assessments

Graduate Reasoning Tests (GRT I)



The Graduate Reasoning Test Battery assesses a high level numerical, verbal and abstract reasoning ability. It is quick to complete, cost effective and provides a comprehensive assessment of aspects of reasoning ability. It is a very challenging battery, intended for adults with post-graduate education, in intellectually demanding specialised roles.

Graduate Verbal Reasoning Test (VR1)

The VR1 assesses high level verbal fluency, advanced vocabulary as well as the ability to understand and reason using words. This subtest is appropriate for work roles which require a high level of verbal ability such as senior management, persons responsible for formulating policy documents, legal advisors, high level negotiators, journalists, as well as academics.

Graduate Numerical Reasoning Test (NR1)

The NR1 assesses the ability to use and understand complex numerical concepts, to reason using numbers and perceive logical relationships between numbers. This test is appropriate for work roles which require a high level of numerical ability, such as accountants, actuaries, financial analysts, and positions that require the interpretation of complex financial and technical data in numerical form.

Graduate Abstract Reasoning Test (AR1)

The AR1 assesses the ability to understand high level abstract logical problems and use new information outside the range of previous experience. This subtest has very little verbal content. Appropriate for work roles which require the use of logical analysis in novel, intellectually demanding situations, such as engineers, inventors, scientists, systems designers, software developers and strategic planners.

Intended use of the GRT1 battery	<ul style="list-style-type: none"> • Post-graduate and senior management • Selection and recruitment, identifying staff who will likely benefit from further training and development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	28 minutes excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report • Group results summary spreadsheet
Cost	2 credits for all available reports
Optional training	Psytech ability test workshop

General Reasoning Tests (GRT2)



The General Reasoning Test Battery assesses verbal, numerical and abstract reasoning ability. It is quick to complete, cost effective and provides a comprehensive assessment of aspects of reasoning ability across a wide range of educational levels. It is particularly useful for identifying persons who are likely to benefit from further training and development. In addition, it is useful for assessing whether applicants have the minimum reasoning ability level needed for a particular job or training course.

General Verbal Reasoning Test (VR2)

The VR2 assesses basic vocabulary, verbal fluency and the ability to reason using words. Appropriate for roles which require a degree of verbal ability, such as sales and administrative positions, clerical roles, customer contact roles, supervisory and middle management positions.

General Numerical Reasoning Test (NR2)

The NR2 assesses the ability to use numbers in a logical efficient way. Appropriate for roles that require a fair level of numerical ability. These may include sales roles, middle management positions, and technical roles.

General Abstract Reasoning Test (AR2)

The AR2 assesses the ability to understand logical problems and use new information outside the range of previous experience. This form of reasoning ability is least affected by previous education and achievement, and is suitable for assessing individuals of various educational backgrounds and cultural groups.

Intended use of the GRT2 battery	<ul style="list-style-type: none"> • General population, Grade 10 and above • Selection and recruitment, identifying staff who will likely benefit from further training and development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	28 minutes excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report • Group results summary spreadsheet
Cost	2 credits for all available reports
Optional training	Psytech ability test workshop

Critical Reasoning Test Battery (CRTB2)



The Critical Reasoning Test Battery provides an occupationally relevant assessment of verbal and numerical critical reasoning ability. Its business-like content ensures a high level of content validity and acceptability to respondents.

Verbal Critical Reasoning Test (VCR2)

The VCR2 assesses the ability to understand semi-technical or business reports and draw accurate logical conclusions from such written information. The VCR2 forms a key assessment device for managerial and professional roles which require reliable interpretation of written information and appropriate decision making.

Numerical Critical Reasoning Test (NCR2)

The NCR2 assesses the ability to understand and critically evaluate numerical information presented in tables, and accurately use this information in a logical way. The NCR2 forms a key assessment device for managerial, technical and professional positions which require a detailed understanding of financial, numerical and statistical data.

Intended use of the CRTB2 battery	<ul style="list-style-type: none">• Business managers and graduates• Selection and recruitment, identifying staff who will likely benefit from further training and development
Administration	<ul style="list-style-type: none">• Paper and pencil• Online
Timing	40 minutes excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none">• Test manual• SA user guide
Reports	<ul style="list-style-type: none">• Standard report• Feedback report• Group results summary spreadsheet
Cost	2 credits for all available reports
Optional training	Psytech ability test workshop

Abstract Reasoning Test (ART)



The Abstract Reasoning Test (ART) assesses fluid intelligence. Fluid intelligence is considered to be the purest form of general mental ability, providing an intelligence measure that relies as little as possible on prior learning. It has consistently been shown to be an excellent predictor of work and academic achievement.

Intended use of the ART	<ul style="list-style-type: none"> • Business managers and graduates
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	30 minutes excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report • Group report
Cost	1 credit for all available reports
Optional training	Psytech ability test workshop

Critical Reasoning Test Battery Item-banked (CRTBi)



RESEARCH OPPORTUNITY: *Clients who wish to cooperate with Psytech South Africa are invited to contact us in view of a collaborative research agreement. We must state clearly that we are at this stage mainly interested in collaborating with organisations that are in a position to cooperate in predictive validity studies, where criterion data can be made available.*

Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. CRTBi is an item banked assessment that has been designed to assess critical reasoning ability and is available for unsupervised administration via Psytech GeneSys. CRTBi comprises two sub-tests which measure verbal and numerical critical reasoning. These can be administered either individually or together.

The CRTBi is similar in difficulty level to the CRTB2 battery, however the CRTBi is intended to be administered unsupervised (i.e., controlled mode). Unsupervised administration of classical psychometric tests (not item-banked) increases the risk of practice effects and respondents helping one another to obtain higher scores. The CRTBi is widely used by Psytech International's partners and users internationally. The psychometric properties have been determined to be robust within South Africa, and are available on our website and in the South African User guide for the CRTBi. There are South African norms available for the CRTBi.

<p>What the CRTBi measures</p>	<p>The Verbal Critical Reasoning subtest measures the ability to understand and accurately draw logical conclusions and inferences from complex reports. Consequently, it forms a key assessment for managerial and professional roles which require accurate interpretation of written reports and rational decision making.</p> <p>The Numerical Critical Reasoning subtest measures the ability to understand and critically evaluate a wide range of numerical data and draw logical conclusions from this. Consequently, it forms a key assessment for managerial and professional roles which require the ability to understand financial, numerical and statistical information.</p>
<p>Who can the CRTBi identify</p>	<p>The CRTBi can identify people who:</p> <ul style="list-style-type: none"> • Weigh up evidence logically • Take ill informed decisions • Identify trends in data • Fail to grasp numerical concepts • Isolate the key points in an argument • Overlook core information • Understand complex arguments • Struggle to grasp complex arguments • Assimilate all the evidence • Fail to appreciate all the evidence

	<ul style="list-style-type: none"> • Quickly comprehend statistical and financial information • Are confused by statistical and financial data • Process information quickly • Are slow to process information • Make well-informed business decisions • Have poor business judgement • Solve problems effectively • Are unable to find solutions to problems
Intended use of the CRTBi battery	Business managers and graduate-level staff for selection and recruitment, identification for promotion and training.
Administration	Online – supervised and unsupervised assessment
Timing	45 minutes excluding administration time
Scoring and Reporting	Online
Reports	Standard report Feedback report Group results summary spreadsheet
Cost	2 credits for all available reports

Adaptive General Reasoning Test (Adapt-g)



RESEARCH OPPORTUNITY: *Clients who wish to cooperate with Psytech South Africa are invited to contact us in view of a collaborative research agreement. We must state clearly that we are at this stage mainly interested in collaborating with organisations that are in a position to cooperate in predictive validity studies, where criterion data can be made available.*

Computerized Adaptive Testing and Item Response Theory

The Adapt-g was developed using Computerized Adaptive Testing (CAT) and is based on Item Response Theory (IRT). CAT is an onscreen form of testing that adapts to an individual's level of ability by adjusting the difficulty of the items presented, based on the individual's responses to the items. Should an individual answer a question correctly, they will be presented with a more difficult item, should they answer a question incorrectly, they will be presented with an easier item. The test continues in this fashion until it has reached the designated rule for terminating the test. As a result, the assessment is able to provide the greatest amount of information about the examinee's underlying ability using fewer questions than would be necessary with fixed-length, non-adaptive assessments. For the sake of user buy-in, the Adapt-g is fixed-length, and results are presented in stanines as with our other ability measures.

Item Response Theory

IRT is a model-based statistical methodology that, similarly to classical test theory (CTT), aims to measure an individual's performance on a latent trait or construct. IRT is based on a number of assumptions regarding the mathematical relationship between traits and examinee responses. The term 'ability', denoted with the Greek letter theta (θ), is used within IRT to refer to an individual's score or 'level' of the latent trait in question.

Unlike CTT, which is highly dependent on norms, IRT item parameter calibration is person- or sample-free, while the estimation of examinee ability is item- or test-free. Sample-free means that item parameters are not influenced by the usual sample considerations that affect CTT. Item-free or item-invariant implies that one candidate's ability estimation can be meaningfully compared to another, even if they did not respond to the same set of items.

The Adapt-g contains items that meet content and "information" specifications. In this way, the test is designed to provide high accuracy and precision with fewer items than would be required for a typical non-adaptive test. The Adapt-g is specifically developed to assess verbal, numerical and abstract reasoning domains of ability using a sophisticated and efficient method.

The test is item banked. This means that a large number of items are created for the test, it is not a set amount as with classical test theory. The assessment is tailored to the respondent's ability level. Not everyone will do the same items, even if multiple respondents have the same ability level. Due to this, the Adapt-g is suitable for remote administration.

Norms are not used for this type of assessment. However, it has been calibrated for South Africa with over 3000 respondents per subtest. Scores are reported as stanines to facilitate interpretation and feedback.

Psytech SA released the Adapt-g in 2020 due to the unusual circumstances in which we found ourselves. We did this to enable us to prioritise health and life, and enable our practitioners to render services more safely.

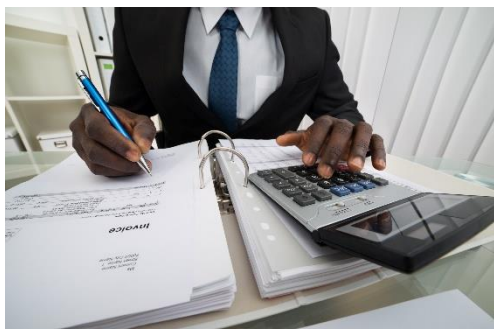
The Adapt-g has been designed to assess candidates across the ability range. Similar to our other ability tests there are numerical, verbal and abstract subtests as well as an overall “g” score.

Subtest	What it measures
Verbal Reasoning	This subtest measures verbal fluency, vocabulary and the ability to reason using words. This test is appropriate for all jobs which require a level of verbal ability (e.g., administrative staff, sales positions, system analysts, and executives).
Numerical Reasoning	This subtest measures the ability to use and understand numerical concepts, to reason using numbers and perceive logical relationships between them. This test is appropriate for all jobs which require a level of numerical ability (e.g., accountants, financial advisors, sales positions).
Abstract Reasoning	This subtest measures the ability to understand abstract logical relationships and reasoning new information outside the range of previous experience. This is the purest form of mental ability and is least affected by previous education and achievement. It is appropriate for all jobs which require bringing logical analysis to bear in novel, intellectually demanding situations.

Intended use of the Adapt-g battery	<ul style="list-style-type: none"> • Adults and young people over school-leaving age. • To measure general mental ability, selection as well as identifying staff who will likely benefit from further training and development
Administration	<ul style="list-style-type: none"> • Online
Timing	22 minutes excluding administration time
Scoring and reporting	Online
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report • Group results summary spreadsheet
Cost	2 Credits for all available reports
Optional training	Psytech ability test workshop

Please note that the example question for the GRT2, downloadable from our website, can also be used to assist respondents in preparing for the Adapt-g.

Clerical Test Battery (CTB2)



The clerical test battery provides a quick, comprehensive and cost-effective measure of a range of abilities and skills relevant to clerical and administrative roles.

General Verbal Reasoning Test (VR2)

The VR2 assesses basic vocabulary, verbal fluency and the ability to reason using words. Appropriate for roles which require a degree of verbal ability, such as sales and administrative positions, clerical roles, customer contact roles, supervisory and middle management positions. This is the same Verbal Reasoning Test (VR2) found in the General Reasoning Test Battery (GRT2).

Clerical Checking Test (CC2)

The CC2 assesses the ability to check verbal and numerical information (names, addresses, code numbers, telephone numbers etc.). It is a test of speed and precision. Appropriate for roles where fast and accurate checking of information is important – not necessarily limited to clerical roles.

Numerical Ability (NA2)

The NA2 assesses the ability to use numbers efficiently in clerical and administrative contexts. Appropriate for roles where typical clerical numerical tasks are important, such as calculating or checking expenses, prices etc.

Spelling Test (SP2)

The SP2 assesses the ability to spell commonly miss-spelled words correctly. The SP2 is appropriate for roles requiring the production or checking of relatively simple written communications and documents, where accuracy of spelling is important.

Intended use of the CRTB2 battery	<ul style="list-style-type: none"> • Adults • Clerical and other roles that may place high demands on administrative ability.
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	A duration of 27 minutes excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report
Cost	2 credits for all available reports
Optional training	Psytech ability test workshop

Technical Test Battery (TTB2)



The **Technical Test Battery** assesses three important aptitudes that are relevant in technical roles. It can be combined with the General Reasoning Test Battery (GRT2) for a more comprehensive aptitude assessment. It is intended for the assessment of applicants, trainees, apprentices or technicians in a variety of trades or craft fields.

Spatial Reasoning Test (SRT2)

The SR2 assesses spatial ability from two perspectives: Visually constructing a three-dimensional object, and visually relating an object to its pre-constructed patterned form. Items consist of diagrams which assess the ability to visualise shapes and objects in three dimensions. Items have been selected to represent a wide range of shapes like cubes, pyramids, cones, rhomboids and various other multi-faceted shapes. Appropriate for roles such as draughtsmen, interior decorators, builders, pattern cutters, model makers, architects, tailors, upholsterers, packaging designers, mechanics, etc.

Mechanical Reasoning Test (MRT2)

The MR2 assesses the ability to understand mechanical concepts and physical principles in operation. Respondents who have studied physical science at school will find this an advantage. Items have been selected from a wide variety of areas including optics, electricity, fluids and mechanics. Appropriate for roles where a basic understanding of mechanical and scientific principles is relevant such as appliance repair technicians, machine operators, mechanics, maintenance workers, plumbers, electricians etc.

Visual Acuity Test (VAC2)

The VA2 measures the ability and disposition to work with highly detailed technical material such as wiring or circuit diagrams. Respondents have to follow a single pathway through a complex maze. The VAC2 assesses visual and attentional capacity which is relatively independent of general ability. Designed to be administered on a computer, this test is appropriate for roles that involve checking, repairing and replacing electrical and electronic circuitry and components.

Intended use of the TTB2 battery	<ul style="list-style-type: none"> • Adults • Education level: Grade 12 • Selection and development for technicians and apprentices
Administration	<ul style="list-style-type: none"> • Paper and pencil – NOTE: Visual Acuity is only available online. • Online
Timing	45 minutes to complete for all three subtests excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Standard report • Feedback report
Cost	2 credits for all available reports
Optional training	Psytech ability test workshop

Fifteen Factor Questionnaire Plus (15FQ+)



The **Fifteen Factor Questionnaire Plus** is a general-purpose factor-based personality measure useful for selection, counselling and development. It uses the familiar, well-researched model developed by R. B. Cattell. Because it uses established constructs, it enables many users to build on their existing expertise and training. In its development, a balance between internal consistency reliability and breadth of measurement was maintained.

15FQ+ Scales	
Distant-Aloof	Empathic
Low Intellectance	High Intellectance
Affected by Feelings	Emotional Stable
Accommodating	Dominant
Sober-Serious	Enthusiastic
Expedient	Conscientious
Retiring	Socially Bold
Hard-headed	Tender-Minded
Trusting	Suspicious
Concrete	Abstract
Direct	Restrained
Self-Assured	Apprehensive
Conventional	Radical
Group-Oriented	Self-Sufficient
Informal	Self-Disciplined
Composed	Tense-Driven

Validity Scales
Social Desirability
Fake Bad
Fake Good
Central Tendency
Infrequency
Second Order Factors
Team Types
Leadership Styles
Subordinate Styles
Influencing Styles
“Big Five” Derived Scores
Positive Work Attitude
Emotional Intelligence

Intended use of the 15FQ+	<ul style="list-style-type: none"> • Adults and individuals with a Grade 12 education level. • Selection and development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	Untimed, but usually takes around 40 minutes to complete excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Extended report • Standard report • Profiles report • Derived Dimensions report • Feedback report • Emotional Intelligence report

	<ul style="list-style-type: none"> • Competency development report • Competency selection report • Derailer report • Question Prompts report • Ideal Profile report • Ideal Profile results spreadsheet • Extended results spreadsheet • Extended group report • Derailers results spreadsheet • Emotional Intelligence Results spreadsheet • Competency results spreadsheet • Coaching report (GROW model) • Coaching Report (Competency model) • Group Report • Group results summary spreadsheet
Cost	10 credits for all available reports
Optional training	Psytech personality test workshop

Occupational Personality Profile (OPPro)



The **Occupational Personality Profile** is a general-purpose personality measure. Comprising 98 items, it is quick to complete and cost-effective. Nevertheless the report, based on nine personality dimensions, gives a very comprehensive, useful and understandable overview of a person's likely behaviour in a work situation.

OPPro Scales

Accommodating	Assertive
Detail-Conscious	Flexible
Cynical	Trusting
Emotional	Phlegmatic
Reserved	Gregarious
Genuine	Persuasive
Composed	Contesting
Optimistic	Pessimistic
Abstract	Pragmatic

Validity Scales

Distortion Scale (Social Desirability)
Central Tendency

Derived Scales

Team Types
Leadership Styles
Subordinate Styles
Selling Styles
"Big Five" Derived Scores

Intended use of the OPPro	<ul style="list-style-type: none"> • Adults • Education level: Grade 12 • Selection and development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	Untimed, but usually takes around 30 minutes to complete excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Extended report • Standard report • Profiles report • Derived Dimensions report • Feedback report • Question Prompts report • Ideal Profile report • Group Report
Cost	4 credits for all available reports
Optional training	Psytech personality test workshop

Jung Type Indicator (JTI)



The **Jung Type Indicator** questionnaire offers a reliable, cost-efficient assessment of personality according to Jung's typology. The Jung Type Indicator enables users to leverage their knowledge of this familiar, well-established theoretical framework. It is especially useful for counselling, team building and considering how people will react in group settings. As the JTI provides a balanced, constructive approach to assessment that focuses on the strengths and development needs of each personality type, Jung's personality theory constitutes an important and valuable component of many training and development programmes. The JTI is highly economical to use and psychometrically robust.

Intended use of the JTI	<ul style="list-style-type: none"> • Adults • Education level: Grade 12 • Development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	Untimed, but usually takes around 20 minutes to complete excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide • The Jung Type Indicator: The Sixteen Types
Reports	Standard report
Cost	2 credits for all available reports
Optional training	Psytech personality test workshop

Occupational Interest Profile (OIP)



The **Occupational Interest Profile** is an economical measure, using simple language, combines a basic five-scale personality questionnaire (work needs) with work interests in one questionnaire. If combined with the General Reasoning Test Battery (GRT2), an integrated report is available that makes career recommendations while taking ability as well as interests into account, making it useful for vocational guidance.

OIP Vocational Interests

- Persuasiveness
- Scientific
- Practical
- Administrative
- Nurturing
- Artistic
- Logical

OIP Work Needs

- Need for Excitement
- Need for Stability
- Need for Change
- Need for People
- Need for Control

Intended use	<ul style="list-style-type: none"> • Education level: Grade 9 and above • Development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	Untimed, but usually takes around 20 minutes to complete excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Extended report • Career report (when used in accordance with GRT2)
Cost	3 credits for all available reports
Optional training	Psytech counselling and development tools workshop

Occupational Interest Profile Plus South Africa (OIP+ SA1)



RESEARCH OPPORTUNITY: *Clients who wish to cooperate with Psytech South Africa are invited to contact us in view of a collaborative research agreement. We must state clearly that we are at this stage mainly interested in collaborating with organisations that are in a position to cooperate in predictive validity studies, where criterion data can be made available.*

Designed to provide a comprehensive and fully integrated assessment for career guidance and development, OIP+SA1 consists of an occupational interest questionnaire and a measure of personal work needs.

OIP+SA1 Vocational Interests
<ul style="list-style-type: none"> • Persuasiveness • Scientific • Practical • Administrative • Nurturing • Artistic • Logical • Managerial

OIP+SA1 Work Needs
<ul style="list-style-type: none"> • Extraversion • Stability • Openness • Agreeableness • Conscientiousness • Optimism • Excitement • Financial Motivation

Intended use of the OIP+SA1	<ul style="list-style-type: none"> • Education level: Grade 9 and above • Development 		
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online 		
Timing	Untimed, but usually takes around 25 minutes to complete excluding administration time		
Scoring and reporting	Online		
Reports	<p>The GeneSys online system provides the option of integrating results from ability tests such as GRT2 and Adapt-g. In addition, the reports produce a detailed list of career suggestions based on the person's profile with links to online careers information.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>OIP+ SA1 + GRT2 Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Careers Battery - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard </td> <td style="width: 50%; vertical-align: top;"> <p>OIP+SA1 + Adapt-g Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard • CMAP+ (South Africa) <ul style="list-style-type: none"> - CMAP+ (South Africa) </td> </tr> </table>	<p>OIP+ SA1 + GRT2 Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Careers Battery - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard 	<p>OIP+SA1 + Adapt-g Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard • CMAP+ (South Africa) <ul style="list-style-type: none"> - CMAP+ (South Africa)
<p>OIP+ SA1 + GRT2 Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Careers Battery - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard 	<p>OIP+SA1 + Adapt-g Report Options</p> <ul style="list-style-type: none"> • OIP+SA1 Career Battery Set: <ul style="list-style-type: none"> - OIP+SA1 Extended - OIP+SA1 Extended (O*NET) - OIP+SA1 Standard • CMAP+ (South Africa) <ul style="list-style-type: none"> - CMAP+ (South Africa) 		
Cost	3 credits for all available reports		

Personality & Values Questionnaire (PVQ)



The PVQ is a solution created by Psytech International to address the need for values with personality assessments. Measuring a broad array of personality, preferences and values dimensions, the PVQ contains scales from existing, established assessments of personality and values. Building on the extensively researched model behind the 15FQ+, as well as containing an embedded measure of Jungian personality types, the PVQ not only provides an in-depth assessment of the full sphere of human personality but also examines an

individual's core values and motives.

Alongside the personality assessment, the PVQ provides an assessment of values and motives, broken down by interpersonal values such as a 'need for altruism', professional values such as a 'need for achievement' and personal values such as 'traditional values'. This combination provides a comprehensive insight into how people typically think, feel and interact in ways that may be productive or counter-productive.

Scales measured by the PVQ

Scale	Scale Name	High-Scorers	Low-Scorers	Trait Type
fA	Empathy	Distant	Empathic	Personality Trait
Beta	Intellectance	High Intellectance	Low Intellectance	Personality Trait
fC	Emotional Stability	Emotionally unstable	Emotionally stable	Personality Trait
fE	Assertiveness	Accommodating	Assertive / taking charge	Personality Trait
fF	Enthusiasm	Sober-serious	Enthusiastic	Personality Trait
fG	Conscientiousness	Expedient	Conscientious	Personality Trait
fH	Social boldness	Shy	Socially bold	Personality Trait
fI	Tender-mindedness	Hard-headed	Tender-minded	Personality Trait
fL	Trust	Suspicious	Trusting	Personality Trait
fM	Abstract thinking	Concrete / sensing	Abstract / intuitive	Personality Trait
fN	Diplomacy	Direct	Diplomatic / discreet	Personality Trait
fO	Confidence	Self-doubting	Confident	Personality Trait
fQ1	Radical thinking	Conventional	Radical	Personality Trait
fQ2	Group-orientation	Self-sufficient	Group-oriented	Personality Trait

fQ3	Self-discipline	Informal	Self-disciplined	Personality Trait
fQ4	Composure	Irritable	Calm	Personality Trait
ACH	Achievement (Professional)	Low need for achievement	High need for achievement	Value Dimension
AEST	Aesthetics (Professional)	Low need for aesthetics	High need for aesthetics	Value Dimension
ALTR	Altruism (Interpersonal)	Low need for altruism	High need for altruism	Value Dimension
AFFE	Affection (Interpersonal)	Low need for affection	High need for affection	Value Dimension
AFFI	Affiliation (Interpersonal)	Low need for affiliation	High need for affiliation	Value Dimension
COM	Competition (Professional)	Low need for competition	High need for competition	Value Dimension
CON	Patience	Impatient/Restless	Patient	Personality Trait
DRV	Energy and Drive	Lacking energy and drive	Energetic	Personality Trait
FIN	Economic Status (Professional)	Low need for economic status	High need for economic status	Value Dimension
LTO	Long-term Orientation	Short-term focus	Long-term focus	Value Dimension
OBJ	Objective thinking	Sentimental	Rational	Personality Trait
PER	Persuasiveness	Weak interest in persuasion	Strong interest in persuasion	Interest/Preference
RES	Resilience	Resigned	Resilient	Personality Trait
SAF	Safety (Professional)	Low need for safety	High need for safety	Value Dimension
WOR	Work Ethic (Personal)	Weak work ethic	Strong work ethic	Value Dimension
MOR	Moral Values (Personal)	Low need for moral values	High need for moral values	Value Dimension
TRA D	Traditional Values (Personal)	Low need for traditional values	High need for traditional values	Value Dimension
INDE	Independence (Personal)	Low need for independence	High need for independence	Value Dimension
SD	Social Desirability	Low social desirability	High social desirability	Response Style
INFR	Infrequency	Inattentive	Attentive	Response Style
CT	Central Tendency			Response Style
AQ	Acquiescence			Response Style

The PVQ has a comprehensive range of reports

In addition to the normal range of personality reports, the PVQ offers unique sales reports, the sales Competency Development report, the Grit report and the Sales Role report, which are available on our website along with all the PVQ example reports (www.psytech.co.za). The results spreadsheets

are also more informative, grouping the results appropriately to facilitate interpretation even without referring to the full narrative reports.

Intended use of the PVQ	<ul style="list-style-type: none"> • Adults and individuals with a Grade 12 education level. • Selection, individual and team development, coaching and guidance.
Administration	<ul style="list-style-type: none"> • Paper and pencil materials can be made available upon request. • Online
Timing	Untimed, but usually takes around 30 minutes to complete excluding administration time
Scoring and reporting	Online
Cost	10 credits for the complete set of reports
Reports	<ul style="list-style-type: none"> • PVQ - Competency Development Report • PVQ - Competency Selection Report • PVQ - Derailers Report • PVQ - Derived Dimensions Report • PVQ - Emotional Intelligence Report • PVQ - Extended Report • PVQ - Feedback Report • PVQ - GRIT Report • PVQ – Ideal Profile Match Report • PVQ - Jung Personality Types Report • PVQ - Profile Report • PVQ - Question Prompts Report • PVQ - Sales Development Report • PVQ - Sales Selection Report • PVQ - Standard Report • PVQ – Competency Results Spreadsheet • PVQ – EI Results Spreadsheet • PVQ – Results Spreadsheet • PVQ – Sales Results Spreadsheets

Values and Motives Inventory (VMI)



The **Values and Motives Inventory** assesses things that are important to people because they affect relationship with others, factors which could sustain and motivate behaviour and performance in the workplace, and intrinsic and personal values that guide an individual's decisions with respect to everyday choices. It is particularly useful for coaching and counselling persons who have already completed their training, but who are

faced with major change or important career decisions. The VMI can help a person explore what they really want from life.

Interpersonal Values (*Influence an individual's approach to relationships*)

- Altruism
- Affiliation
- Affection

Extrinsic Values (*Factors which sustain behaviour in the workplace*)

- Achievement
- Economic Status
- Security / safety
- Aesthetics

Intrinsic Values (*Guide everyday decisions*)

- Moral Values
- Traditional Values
- Independence
- Transcendental Values

Intended use of the VMI	<ul style="list-style-type: none"> • Education level: Grade 12 and above • Development
Administration	<ul style="list-style-type: none"> • Paper and pencil • Online
Timing	Untimed, but usually takes around 20 minutes to complete excluding administration time
Scoring and reporting	Online
Manuals	<ul style="list-style-type: none"> • Test manual • SA user guide
Reports	<ul style="list-style-type: none"> • Extended report • Feedback report
Cost	3 credits for all available reports
Optional training	Psytech counselling and development tools workshop

360 Degree Appraisal Manager



The **360 degree appraisal** system, available through the Psytech online system, makes it easy and convenient to administer your 360 degree appraisal project. The system is completely customisable to your own competencies, or you can use Psytech’s competency model and select the behavioural rating items you would like to use. Each project requires responses from the person being rated, and at least one other rater. User friendly reports, comparing responses from all raters, are generated in an instant.

These reports can be made anonymous so that raters cannot be identified.

Psytech’s competency model

<p>Integrity</p> <ul style="list-style-type: none"> • Integrity • Dependability • Realistic Self-Assessment • Risk Avoidance • Responsibility <p>Creativity</p> <ul style="list-style-type: none"> • Innovation • Adaptability • Holistic Thinking • Strategic • Ideas Generation <p>Logical and Analytical</p> <ul style="list-style-type: none"> • Rationality • Numerical Skills • Critical Appraisal • Decision Making • Analytical 	<p>Interpersonal Skills</p> <ul style="list-style-type: none"> • Relationships • Empathic • Interpersonal Support • Diplomacy • Appropriate Assertion <p>Resilience</p> <ul style="list-style-type: none"> • Emotionality • Composure • Tension • Suspiciousness • Impulsivity <p>Persuasiveness</p> <ul style="list-style-type: none"> • Communication Skills • Written Skills • Coaching • Social Presence • Listening Skills 	<p>Planning and Organising</p> <ul style="list-style-type: none"> • Time Management • Future Oriented • Prioritisation • Delegation • Planning <p>Quality Orientation</p> <ul style="list-style-type: none"> • Detail • Consciousness • Task-focus • Task Finishing • Systematic • High Standards <p>Energy and Drive</p> <ul style="list-style-type: none"> • Energy • Self-Motivation • Results-Orientated • Motivating • Initiative
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This competency model can be used as it is, or you can use it as a starting point. You can use a subset of the model, or define your own behavioural rating items. You are in control. When using your own competencies it is recommended that a thorough job analysis is conducted prior to embarking on the project. Comprehensive computer-generated reports are available as soon as all raters have completed the questionnaire.

The 360 degree appraisal is charged at 1 credit per rater. The cost of the project would be determined by the number of raters per employee, bearing in mind that the self is also rated (also for 1 credit). Customization of a project is charged at consulting rates.

Research



Psytech SA will continue to have all tests that measure psychological constructs classified by the Professional Board for Psychology. This classification process no longer includes a review of the psychometric properties of submitted tests.

All Psytech SA's tests are monitored for psychometric properties and newer tests that were not evaluated under the old system will be submitted for evaluation and certification to Assessment Standards South Africa.

The importance of biographical information

To determine and monitor psychometric properties, data need to be collected. For South Africa, it is very important that the biographical information requested by the online system be completed. We can't do bias and fairness studies if people don't supply information about their home language, racial group or level of education. We implore our test users to support the proper use of the tests by verifying that the biographical information is indeed completed.

Research offering for validation

Validity data helps us to ensure that tests are up to standard and helps you to meet the legal requirements. With this in mind, we are prepared to offer you a **free**, customised 360 survey for validation purposes. This can be done with very little effort on your side. The questions can be tailored to the needs of the company regarding the roles for which people were selected. The assessment will be brief, and can be done with as few as 2 raters.

When there is the opportunity for validation data to be collected we are willing to come to a research agreement based on the usefulness of the data that can be collected. Types of validation data that can be used include:

- Other tests measuring similar constructs
- Training results
- Academic results

Tests for which research opportunities exist.

New tests can now be more readily available for use as they will meet the requirements of the Employment Equity Act, once the psychometric properties have been established.

The collection of research data is currently a priority for the following tests:

- Occupation Interest Profile – South Africa (OIP+SA1)
- Critical Reasoning Test Battery – Item-banked version (CRTBi)
- Adapt-G
- Personality & Values Questionnaire (PVQ)

Psytech is prepared to provide research support and make credits for research available for free or at a substantial discount depending on the value of the research opportunity.

Contact our research co-ordinator, Crystal Clack, if you are able to collaborate with us on research.

Training: Ethics in Psychological Assessments



Target audience

Psychologists, Interns, Psychometrists, Registered counsellors.

Delivery mode

Online via video conferencing, supported by online learning materials and end-of course assessment.

Outcomes

- Describe the regulatory framework in the South African context.
- Discuss ethical dilemmas that the psychology profession encounters.
- Propose an approach to handling ethical issues.
- Exposure to case studies.
- Includes the following: Legislation relevant to the profession, the code of conduct, scope of the profession, training requirements for various categories within the profession, ethical decision making, impairment and the disciplinary process.
- There is an end-of-course assessment comprising 30 multiple-choice questions that must be completed in order to earn CEU points.

Duration:

1 day

CEU points: 6

Training: Psytech ability tests



Target audience

Psychologists, Interns, Psychometrists, Registered counsellors.

Delivery mode

Online via video conferencing supported by online learning resources and assessment.

Instruments covered

- General Reasoning Test Battery (GRT2)
- Graduate Reasoning Test Battery (GRT1)
- Adaptive General Reasoning Test Battery (Adapt-G)
- Critical Reasoning Test Battery (CRTB2)
- Critical Reasoning Test Battery – Item banked (CRTBi)
- Abstract Reasoning Test (ART)
- Clerical Test Battery (CTB2)
- Technical Test Battery (TTB2)

Outcomes

- Understand the constructs measured by each of the subtests of every Psytech ability battery.
- Understand the prior knowledge requirements for each of the ability assessments.
- Understand the implications of proper test administration for the psychometric properties of the tests.
- Be able to identify the most suitable tests for a particular purpose.
- Use individual subtests in the compiling of test batteries.
- Be familiar with the reference materials for the test batteries.
- Understand the considerations regarding cross-cultural use of ability tests.
- Understand the interpretation of score levels in the computer-generated reports.

Duration

1 day

CEU points: 6

Training: Psytech Personality tests



Target audience

Psychologists, Interns, Psychometrists, Registered counsellors.

Delivery mode

Online via videoconferencing supported by online resource materials and assessment.

Instruments covered

- The 15 Factor Questionnaire Plus
- The Occupational Personality Profile
- The Jung Type Indicator
- The Personality and Values Questionnaire (PVQ)

Outcomes

- Understand the different approaches each of these questionnaires takes to the measurement of personality.
- Understand the constructs measured by each of the Psytech personality measurements.
- Know the groups for which the tests are suited.
- Understand the considerations regarding cross-cultural use of personality questionnaires.
- Understand the considerations regarding language proficiency in the use of personality questionnaires.
- Have an understanding of the validity and reliability of the scales.
- Know the typical behaviour that can be expected from low scorers and high scorers on each scale.
- Know how to use and interpret primary scales, second-order factors and derived scores.
- Have an understanding of the range of norm groups available for the 15FQPlus and the Occupational Personality Profile.
- Gain insight and understanding by analysing your own results.
- Know how to use computer-generated reports responsibly and professionally.
- Be familiar with the different computer-generated reports for these tests and what they cover.
- Understand the importance of the validation interview and feedback.
- Be able to make simple links between questionnaire dimensions and competencies.

Duration

2 ½ days

CEU points: 18

Training: Psytech Counselling and Development Tools



Target audience

Psychologists, Interns, Psychometrists, Registered counsellors.

Delivery mode

Online via videoconferencing supported by online resources and assessments.

Instruments Covered

- The Values and Motives Inventory
- The Occupational Interest Profile
- The Occupational Interest Profile Plus (OIP+SA1)

Outcomes

- Understand the constructs measured by the VMI, OIP and OIP+SA1.
- Understand the difference in approach between assessing for selection and assessing for counselling and development.
- Understanding the differences between assessment for counselling and development at different life stages.
- Be able to compile an appropriate assessment battery for counselling or development assessments, also taking into account the role of personality and ability assessments.
- Understand the different contexts in which assessment for development takes place.
- Be able to integrate information from other sources with structured tests to facilitate counselling.

Duration

½ day

CEU points: 6



Training: GeneSysonline System

Target audience

Psychologists, Interns, Psychometrists, Registered counsellors.

Outcomes

- Familiarity with the basic operation of the GeneSysonline system, supported devices and testing the speed of your Internet connection to ensure that it can run GeneSysonline successfully.
- Familiarity with setting up respondents, administering supervised and unsupervised assessments, capturing paper and pencil responses.
- Knowing how to select the best GeneSysonline assessment method based on the number of respondents that are being tested, the availability of devices and Internet connectivity.
- Being able to select appropriate norms, understand the credit cost for reporting, and generate individual and group reports.
- Being able to recover an assessment session after an interruption and understanding the GeneSysonline back-up and recovery functions.
- Understanding how to create universal links for assessing multiple respondents on personality assessments and using the managed group assessment method for both ability and personality assessments.
- Being proficient in creating custom test batteries
- Understanding the different customisation options on the GeneSysonline system such as creating Ideal profiles and adding custom invitation emails
- Understanding the technical, legal and ethical aspects of Internet-based testing
- Understanding the principles and processes involved with setting up and implementing 360 appraisals using GeneSysonline.
- Understanding how to set up a custom 360 survey on GeneSysonline.

Duration

½ day



Consulting

Assessment services for organisations or individuals

Psytech SA offers psychological assessment services for a variety of scenarios including the following:

- Assessment for selection of employees for appointment or promotion.
- Assessment and feedback for career choice and guidance.
- Mid-career guidance and counselling for working adults.
- Assessment and guidance for persons returning to the world of work after a career interruption.
- Assessment and guidance for persons wanting to start their own business.
- Pre-retirement assessment and guidance.

Competency design

Psytech SA can offer job analysis and competency design services prior to an assessment project, or as a stand-alone service, after which the client can then utilize the information independently.

Mapping of existing competency models to Psytech measures

Sometimes clients already have a competency model in which they are invested, but they want help in understanding how Psytech instruments can be used to address those competencies. On a consulting basis, we can guide clients in the relationships between competencies and Psytech measures, indicating the relevance and importance of the different scales to the competencies that are in use. We can also guide clients in the selection of the appropriate reports and how to use them for the intended purpose.

Design and implementation of customised 360 degree appraisals

Sometimes a client wants to use their own competencies for a 360 degree appraisal project, rather than to use Psytech's standard "Fine Nine" competency model, for which a 360 degree questionnaire already exists. This is entirely possible. Using a client's competencies, or competencies developed for the client, we can implement the target behaviours on the GeneSysonline system to enable clients to run appraisal project economically and efficiently.

Design and development of assessment technology

We can support test developers in the determining of the psychometric properties of new instruments in compliance with the Employment Equity Act.

We can also undertake to develop custom instruments “from scratch” for specific purposes, including item generation for conventional tests, or the design of simulation and group exercises.

Typical consulting project life-cycle and costing

Preliminary discussion and non-disclosure agreement

A non-disclosure agreement binds both parties and protects intellectual property for the client and Psytech SA.

Decision-making about intellectual property

If intellectual property created during the project will belong to the client afterwards, the project is costed according to a different scale.

The client provides an outline of the work to be done.

This then becomes the scope of work in terms of the proposal and quote, and is subject to being refined after negotiation.

Psytech provides a project plan and quote

The project plan takes into account the technology to be used, the input costs for Psytech, expected deliverables, the working hours to be spent doing the work, timelines for delivery, and arriving at a total cost for the overall project.

Project acceptance and activation fee

Once the project is accepted, an activation fee needs to be paid to cover the costs needed to get the project started.

Staged delivery

There may be further payments required for the project to proceed if the project is very large or of a long duration.