

GeneSys Assessment Catalogue

Blending Research
with Application

Discover



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**OPRA Psychometric Assessment Matrix
GENESYS RANGE OF ABILITY MEASURES**

Role Type/Level	GRT1	GRT2	AdaptGRT	CRTB1	CRTB2	ART	CTB2	IPT	TTB2	MKA	CCAC
Managers	SC		SC	SC		SC				TC	TC
Professional/Specialists	SC		SC	SC		SC				TC	TC
Graduates	SC		SC	SC		SC				TC	TC
IT Programmers/Analysts	SC		SC								
Technical Staff	SC		SC						SC		
Sales		SC	SC							TC	TC
First-Level Supervisor		SC	SC		SC					TC	TC
Entry, General, Admin, First-Line Support		SC	SC				SC				
Industrial/Factory		SC	SC					SC			
Customer Service		SC	SC								

S = Selection

T = Training & Development

C = Career Advice

OPRA Psychometric Assessment Matrix GENESYS RANGE OF PREFERENCE MEASURES

Role Type/Level	15FQ+	OPP	JTI	SPI	VMI	OIP+	OPI	SSI	LSI
Managers	STC		TC	SC	SC	C	TC	S	TC
Professional/Specialists	STC		TC	SC	SC	C	TC	S	TC
Graduates	STC	STC	TC	SC	SC	C	TC	S	TC
IT Programmers/Analysts	STC	STC	TC		SC	C	TC	S	TC
Technical Staff	STC	STC	TC		SC	C		S	TC
Sales	STC	STC	TC	STC	SC	C		S	TC
First-Level Supervisor	STC	STC	TC	SC	SC	C		S	TC
Entry, General, Admin, First-Line Support	STC	STC	TC	SC	SC	C		S	TC
Industrial/Factory			TC			C		S	TC
Customer Service	STC	STC	TC	SC	SC	C		S	TC

S = Selection

T = Training & Development

C = Career Advice

**OPRA Psychometric Assessment Matrix
GENESYS RANGE OF ALTERNATE MEASURES**

Role Type/Level	CCSI	Genos EI Recruit	HSI	PMI
Managers		S		TC
Professional/Specialists		S		TC
Graduates		S		TC
IT Programmers/Analysts				TC
Technical Staff			ST	TC
Sales		S		TC
First-Level Supervisor	ST	S	ST	TC
Entry, General, Admin, First-Line Support	ST			TC
Industrial/Factory			ST	TC
Customer Service	ST	S		TC

S = Selection

T = Training & Development

C = Career Advice

Measures of Aptitude and Ability

Over 60 years of accumulated evidence supports the power of ability tests in predicting occupational and academic outcomes. The GeneSys tests are developed on this foundation while taking advantage of the developments in I.T.

Ability Measures:

- Graduate Reasoning Test (GRT1)
- General Reasoning Test (GRT2)
- Adaptive Reasoning Test (AdaptGRT)
- Critical Reasoning Test Battery (CRTB1/2)
- Abstract Reasoning Test (ART)
- Clerical Test Battery (CTB2)
- Industrial Proficiency Test (IPT)
- Technical Test Battery (TTB2)
- Māori Knowledge Assessment (MKA)
- Chinese Cultural Awareness Checklist (CCAC)



Graduate Reasoning Test

Assess high level reasoning with the GRT 1

GRT1 Dimensions

Verbal Reasoning (VR1)

Measures verbal fluency, vocabulary and the ability to understand and reason using words. This test is appropriate for all jobs which require a high level of verbal ability (e.g. managerial, professional roles, system analysts, and marketing executives).

Numerical Reasoning (NR1)

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 high level of numerical ability (e.g. accountants, financial advisors).

Abstract Reasoning (AR1)

Measures the ability to understand abstract logical problems and use new information outside the range of previous experience. This is the purest form of mental ability and is least influenced by previous education and achievement. It is appropriate for all jobs which require bringing logical analysis to bear in novel, intellectually demanding situations (e.g. senior management positions, technical and scientific posts).

A comprehensive and in-depth measure of mental ability, the GRT1 has been designed to assess high level reasoning ability. Suitable for management, graduate and professional calibre staff, it consists of three sections which can be administered individually or together, measuring Verbal (VR1), Numerical (NR1) and Abstract (AR1) reasoning ability.

As mental ability has been consistently found to be the best single predictor of job performance, the GRT1 is an essential tool for cost-effective graduate selection and assessment. The GRT1 can identify people who can reason logically, with words and numbers, quickly grasp new concepts, and are quick thinking problem solvers.

Key Facts

Measures: Comprehensive assessment of high level mental ability

Use With: Management, graduate and professional calibre candidates

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 28 minutes + administration time

Cost: 1 – 2 credits

General Reasoning Test

Assess general reasoning with the GRT2

GRT2 Dimensions

Verbal Reasoning (VR2)

Measures basic vocabulary, verbal fluency and the ability to reason using words. This test is appropriate for all jobs which require a general level of verbal ability (e.g. junior sales and administrative positions, clerical jobs).

Numerical Reasoning (NR2)

Measures the ability to use numbers in a logical, efficient way. This test is appropriate for all jobs which require a general level of numerical ability (e.g. accounts clerks and technical roles).

Abstract Reasoning (AR2)

Measures the ability to understand abstract logical problems and use 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 therefore ideally suited to assess individuals of various educational backgrounds and cultural groups.

A comprehensive, detailed and accurate measure of mental agility, the GRT2 has been designed to assess the reasoning power for those of general ability. The GRT2 requires only a basic level of education and consequently can be used to assess all levels of staff. The test is particularly useful for identifying staff who are likely to benefit from further training and development, and those who demonstrate promotion potential.

The GRT2 has been completed by over 40,000 NZ candidates from a variety of occupations and cultural backgrounds. As a result, an extensive range of norms exist enabling respondents' results to be compared to those obtained from a wide range of vocational groups.

Key Facts

Measures: An assessment of general ability covering verbal, numerical and abstract reasoning

Use With: Adults over a wide range of ability

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 28 minutes + administration time

Cost: 1 – 2 credits

Adaptive Reasoning Test

Assess reasoning power precisely in minimum time with AdaptGRT

The AdaptGRT utilises latest advances in computer adaptive testing technology. The AdaptGRT tailors itself to the ability level of each respondent by selecting questions that meet content and “information” specifications. In this way, each test is individually designed to provide high accuracy and precision with far fewer questions than would be required for a typical, non-adaptive test.

Insight about a candidate’s ability can be yielded in approximately half the time of a standard reasoning test, promoting increased organisational efficiency and reduced candidate anxiety.

AdaptGRT Dimensions

Verbal Reasoning

Measures vocabulary, verbal fluency and the ability to reason using words. It is appropriate for all jobs requiring verbal reasoning ability.

Numerical Reasoning

Measures the ability to use and understand numerical concepts, to reason using numbers and perceive logical relationships between numerical information. This test is appropriate for all jobs which require a level of numerical ability.

Abstract Reasoning

Measures the ability to understand abstract logical problems and use 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.

Key Facts

Measures: A precise measure of reasoning ability

Use With: Individuals with all levels of ability

Use For: Selection, individual development and guidance

Administration: Unsupervised via GeneSys Online only

Timing: 22 minutes + instruction time

Cost: 2 credits

Critical Reasoning Test Battery

Assess critical reasoning ability with the CRTB series

CRTB Dimensions

Verbal Critical Reasoning

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.

Numerical Critical Reasoning

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.

Critical Reasoning is an ability that is central to all roles that require the incumbent to make logical decisions based on complex information. The CRTB series comprises of two sub-tests which measure verbal and numerical critical reasoning. These can be administered either individually or together.

Applicants find the CRTB to be more acceptable than traditional reasoning tests as it contains problems which are relevant to management and business functions. The CRTB can identify people who weigh up evidence logically, make well informed business decisions, identify trends in data, understand complex arguments, and assimilate all the evidence.

Key Facts

Measures: High level verbal and numerical critical reasoning ability

Use With: Graduate and management calibre applicants

Use For: Selection and individual development

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 40 (CRTB2) – 50 (CRTB1) minutes + administration time

Cost: 1 - 2 credits

Abstract Reasoning Test

Assess high level fluid ability with the ART

The ART assesses an individual's capacity to perceive logical patterns and relationships and extrapolate from these. Sometimes referred to as 'Fluid Intelligence', this is considered to be the purest form of general mental ability, and is not dependent upon a person's cultural background or educational experience.

Abstract Reasoning Test

Measures the capacity to adapt to and learn from novel situations and experiences. The respondent is required to think holistically and analyse complex patterns across two dimensions. As such this is considered to be a core ability for strategic thinking.

The test comprises 35 non-verbal questions. Each question consists of a 3 by 3 matrix with one cell left blank. The cells contain abstract patterns which change horizontally and vertically according to a set of logical rules. The respondent's task is to identify the rules which govern how the pattern changes, and extrapolate from this which design fits the blank cell. The items are presented in order of difficulty, with respondents typically reaching a point in the test beyond which they find it impossible to answer any further questions.

Key Facts

Measures: High level assessment of fluid ability

Use With: Graduate and management calibre applicants

Use For: Selection and individual development

Administration: Supervised via GeneSys Online

Timing: 30 minutes + administration time

Cost: 1 - 2 credits

Clerical Test Battery

Assess clerical aptitudes and skills with the CTB2

CTB2 Dimensions

Verbal Reasoning

Measures basic vocabulary, verbal fluency and the ability to reason using words.

Numerical Ability

Measures the ability to use numbers efficiently in clerical and administrative contexts. This test assesses the ability to perform such tasks as calculating travelling expenses and working out the unit pricing of goods.

Clerical Checking

Assesses the ability to quickly and accurately check verbal and numerical information (names, addresses, code numbers and telephone numbers, etc.) against a target. The clerical checking is a classic speed/precision test which assesses the ability to quickly and accurately code data.

Spelling

Assesses the ability to correctly spell commonly misspelt words. This test provides a quick and reliable measure of the candidate's ability to spell accurately.

The CTB2 provides a short, yet comprehensive assessment of a broad range of clerical aptitudes and abilities. Appropriate for all people who have achieved a basic level of education, the CTB2 is an indispensable tool for assessing clerical and junior administrative staff for recruitment, promotion and training.

This battery consists of four tests assessing a range of clerical aptitudes and skills: Verbal Reasoning, Numerical Ability, Clerical Checking and Spelling. Designed for general clerical and administrative positions, tests can either be administered individually to assess a specific aptitude or as a whole battery to produce a candidate profile.

Key Facts

Measures: Clerical aptitudes and skills including; verbal reasoning, numerical ability, clerical checking and spelling

Use With: All grades of clerical and administrative staff

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 27 minutes + administration time

Cost: 1 - 2 credits

Industrial Proficiency Test

Assess reasoning ability for process orientated roles with the IPT

The IPT is a robust measure of reasoning ability specifically designed for warehousing, factory and process orientated roles. This assessment is ideally suited to individuals with a basic level of education and includes sub-tests of Numerical and Symbolic Reasoning, Following Instructions and Checking.

IPT Dimensions

Following Instructions

Measures proficiency in following written, tabular and diagrammatic instructions and the ability to understand and follow work processes, checklists and timetables.

Numerical Test

This test consists of questions which assess one's basic understanding of number sequences, numerical transformations and their ability to perform basic numerical computations.

Checking Test

Assesses the ability to quickly and accurately check words, numbers and graphical images such as barcodes and dials.

Symbolic Reasoning

Measures the ability to understand abstract logical relationships and use new information outside of previous experience to establish learning potential.

Key Facts

Measures: Processing oriented aptitudes and skills including: following instructions, numerical reasoning, symbolic reasoning and checking ability

Use With: Warehousing, factory and process oriented roles

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 30 minutes + administration time

Cost: 1 - 2 credits

Technical Test Battery

Assess core skills for engineering apprenticeships and technical training with the TTB2

The TTB2 measures the core skills that are required for selecting and assessing staff for engineering apprenticeships, craft apprenticeships or technical training. It consists of three tests, which can be administered individually or together: Mechanical Reasoning, Spatial Reasoning and Visual Acuity.

The TTB2 identifies candidate's ability to understand technical concepts and put them to practical use, making it an essential assessment tool for anyone being considered for roles where technical ability is a job requirement.

TTB2 Dimensions

Mechanical Reasoning

Measures the ability to understand mechanical concepts and physical principles in operation. The questions have been selected from a wide range of occupational areas so users can be confident that they are measuring a broad range of mechanical reasoning ability.

Spatial Reasoning

Measures spatial ability through questions that assess the ability to visualise patterns in three dimensions and match three-dimensional objects to two-dimensional patterns. The items have been selected to represent a wide range of shapes (e.g. cubes, pyramids, cones, rhomboids and an innovative variety of other multi-faceted shapes).

Visual Acuity

Measures the ability to work with highly detailed technical material such as wiring or circuit diagrams. The Visual Acuity assessment has been specifically developed for roles which involve checking, repairing and replacing electrical/electronic circuitry and components.

Key Facts

Measures: Aptitudes relevant to technical roles including: mechanical reasoning, spatial reasoning and visual acuity

Use With: Applicants and trainees at craft or technical level

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 45 minutes + administration time

Cost: 1 - 2 credits

Māori Knowledge Assessment

Assess knowledge of Māori culture and values with the MKA

The MKA is appropriate for all ability levels and is designed to be used where a quick and efficient estimate of an individual's knowledge of Māori culture is important. The MKA provides an approximate assessment of an individual's knowledge of the Māori culture in four key areas, summarised as Māori Knowledge.

MKA Dimensions:

Marae Protocol

Measures the understanding of the customs and traditions of Marae protocol through the concept of Tikanga.

Māori Language

Measures the understanding of Te Reo Māori, and the use of formal and informal greetings.

Selected Cultural Practices

Assesses one's knowledge of cultural practices that are unique to the Māori culture and the underlying reasons.

Treaty of Waitangi

Assesses one's understanding and knowledge of the Treaty of Waitangi.

Key Facts

Measures: Māori knowledge including Marae protocol, Māori language, selected cultural practices, and the Treaty of Waitangi

Use With: Roles requiring a basic level of Māori knowledge

Use For: Selection, individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC only) or paper and pencil

Timing: 20 minutes + administration time

Cost: 1 - 2 credits

Chinese Cultural Awareness Checklist

Assess knowledge of Chinese culture with the CCAC

The Chinese Cultural Awareness Checklist (CCAC) is a measure of Chinese cultural knowledge. It is designed for use on its own, or ideally as part of a broader cross-cultural preparation programme for expatriate employees and their families intending to work or live in China.

CCAC Dimensions

Business Related Customs

Measures three separate but closely related issues; awareness of business protocol in China, the ability to influence in a Chinese context and social etiquette. In particular, this dimension measures knowledge of habits and manners, conversational taboos, correct protocols, negotiation, and specific Chinese values (e.g. protocols surrounding gift-giving and receiving).

Formal Etiquette

Assesses knowledge understanding of the formal etiquette required in business related situations.

General Knowledge

Assesses the respondent's general knowledge of Chinese history, people, personal introductions and culinary customs.

Key Facts

Measures: Awareness of Chinese Cultural Practices including: business related customs, formal etiquette and general knowledge

Use With: Roles requiring an understanding of Chinese cultural practices

Use For: Individual development and guidance

Administration: Supervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 30 minutes + administration time

Cost: 1 – 2 credits

Measures of Personality & Preference

Personality questionnaires provide a fair, objective and cost-effective method of predicting likely behavior in a wide range of settings. Ideally, they should be used in conjunction with other evidence to make predictions about likely success in a wide range of jobs. GeneSys offers a full range of personality, interest and value measures, developed with an extensive norm base and impressive validation evidence.

Personality Measures

- Fifteen Factor Questionnaire (15FQ+)
- Occupational Personality Profile (OPP)
- Jung Type Indicator (JTI)

Preference Measures

- Sales Preference Indicator (SPI)
- Values & Motives Inventory (VMI)
- Occupational Interest Profile (OIP+)
- Overseas Preparation Indicator (OPI)
- Stanton Survey of Integrity (SSI)
- Learning Style Inventory (LSI)



Fifteen Factor Questionnaire Plus

A comprehensive measure of personality suitable for the international business environment

What the 15FQ+ Measures:

The 15FQ+ measures the fundamental building blocks of personality. These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for your team or organisation.

For example, the 15FQ+ can identify people who:

- Cope well with pressure
- Are ambitious and self directed
- Prefer working autonomously or in a team
- Prefer to look at the big picture or follow detail and process
- Are open and accepting of new ways of working

Additional scales are also available for:

- Team roles
- Leadership and management styles
- Influencing styles
- Career themes

Based on an extensively researched model, the 15FQ+ provides an in-depth assessment of the full sphere of human personality. Building on the most current local and international research, the 15FQ+ has been fully revised to ensure its suitability for use in both the public and private sector.

Maintaining the breadth of the original 16 personality factors first identified by Raymond B Cattell, the 15FQ+ sets new standards for reliability and validity. Of all the personality measures available in the GeneSys suite, the 15FQ+ remains the single most frequently used personality tool by NZ organisations.

Key Facts

Measures: Comprehensive, trait based assessment of personality

Use With: Adults and young people

Use For: Selection, individual and team development, coaching and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 30 minutes + administration time

Cost: 4 - 8 credits

Occupational Personality Profile

An accurate measure of personality traits of critical importance in customer facing roles

A comprehensive yet quick to administer personality profile, the OPP measures nine core traits that are of particular relevance in occupational assessment. The OPP was developed as part of an extensive research programme in major UK organisations and is supported by a continuing development programme in NZ. The questionnaire is written in a straight forward and direct style that is accessible to people of a wide range of abilities.

What the OPP Measures:

Providing a detailed assessment of interpersonal style, thinking style and patterns of coping with stress, the personality dimensions measured by the OPP have been selected for their occupational relevance.

For example, the OPP can identify people who:

- Are stable and composed under pressure
- Are diplomatic and persuasive
- Rise to a challenge
- Are systematic and meticulous
- Foster trusting relationships
- Are adaptable and flexible

Additional scales are also available for:

- Team roles
- Leadership and management styles
- Influencing styles
- Career themes

Key Facts

Measures: A focused assessment of 9 core personality traits

Use With: Adults and young people

Use For: Selection and career development

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 20 minutes + administration time

Cost: 3 - 5 credits

Jung Type Indicator

A personality type classification within an established framework

Developed as a modern alternative to the Myers-Briggs Type Indicator, this test assesses personality within the framework of Jung's type theory of personality. By providing a readily accepted and non-threatening framework for addressing work, interpersonal, management and teamwork issues, it is ideal for individual assessment and development, career counselling, team-building and organisation development.

What the JTI Measures:

The JTI is based on the work of Swiss Psychologist Carl Jung, who identified how our preferences influence how we relate to the world and others around us. Jung's model of Psychological Type identifies dimensions of preference: Extraversion vs. Introversion (E-I), Thinking vs. Feeling (T-F) and Sensing vs. Intuiting (S-N). The fourth dimension, Judging vs. Perceiving (J-P), identifies a person's dominant preference towards the world as either a judging attitude or a perceiving attitude.

Assessing a person's preferences and how they impact on areas including thinking style, interpersonal styles and problem-solving, the JTI is particularly effective for personal development, enhancing communication, counselling, guidance and team building. Emphasising the strengths and developmental challenges of each Psychological Type, the JTI is a valuable tool to facilitate training and development programmes.

Key Facts

Measures: Personality preferences along four dimensions, giving a classification of Psychological Type

Use With: Adults and young people

Use For: Individual and Team Development

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 10 minutes + administration time

Cost: 1 - 4 credits

Sales Preference Indicator

Assesses individuals preferred approach to selling and influencing

The SPI provides an invaluable insight into characteristic behaviours in sales-related environments. Designed to be used as part of an assessment battery, it enables you to identify people best suited to different sales roles. This assessment measures one's preferred style of selling on six key dimensions that are known to influence sales success.

What the SPI Measures:

The SPI measures the manner in which an employee is likely to interact and approaches customers / clients. Comprehensive reporting identifies an individual's selling and influencing preferences and provides possible suggestions for managing areas of strength and development.

Specific measures include:

- Use of adaptive selling techniques
- Emotional objectivity when influencing others
- Preference towards socialising and networking
- Utilisation of personal and professional contacts for networking
- The value placed on the organisations reputation
- Comfort with individual sales targets and assertiveness in closing sales

Key Facts

Measures: Successful sales behaviour

Use With: Adults and young people

Use For: Selection, individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 15 minutes + administration time

Cost: 2 - 4 credits

Values and Motives Inventory

Assesses an individual's personal values and motivating factors

Understanding a person's energies and drives helps identify where they are likely to gain most satisfaction and make the biggest contribution at work. The VMI is a normative self-report questionnaire which profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities.

What the VMI Measures:

The VMI scales have been selected not only for their relevance to the workplace but on the basis of a thorough review of those values which have been identified in previous research as being important determinants of behaviour at work. The 12 scales are grouped into three key areas:

Interpersonal Values

Values which influence an individual's approach to relationships with others.

Intrinsic Values

Values relating to personal beliefs and attitudes which guide an individual's approach to everyday problems.

Extrinsic Values

Values which influence behaviour in the workplace.

Key Facts

Measures: Workplace drivers and personal values

Use With: Adults and young people

Use For: Selection, individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 20 minutes + administration time

Cost: 2 - 3 credits

Occupational Interest Profile +

A measure of vocational interests and work needs

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

What the OIP+ Measures:

The OIP+ provides a comprehensive assessment of vocational interests and personal work needs. The eight vocational interest scales assess work areas which an individual would enjoy; whereas the eight work needs scales assess an individual's personal needs within a chosen area of work.

Suitable for use with a wide range of occupational and professional groups, the OIP+ can be used as a career guidance tool with school leavers, recent graduates or general level staff. It can be used to facilitate outplacement decisions or help professionals explore new career directions.

Key Facts

Measures: Vocational interests and personal work needs

Use With: Adults and young people

Use For: Career guidance and development

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online) or paper and pencil

Timing: 15 minutes + administration time

Cost: 2 - 4 credits

Overseas Preparation Indicator

An assessment tool designed to support potential employees in their preparation for an offshore placement

The OPI provides potential expatriates with a framework for assessing their readiness for an off-shore placement. Substantial research has found that ineffective preparation impacts heavily on expatriate assignment success or failure, and as such, represents an important pre-selection area of measurement. This assessment focuses on criteria that relates directly to the expatriate, as well as their partner and family.

What the OPI Measures:

The OPI measures a number of scales which have been found to contribute to expatriate success. It outlines the steps an expatriate should take to ensure their own and, if applicable, their family's preparation. In evaluating preparedness it can identify areas for further discussion and exploration before an assignment is finalised.

Specifically, the following dimensions can be measured:

- Job knowledge and motivation
- Belief in the organisation, job and overseas position
- Relational skills
- Flexibility and adaptability
- Extra-cultural openness
- Family situation
- Self efficacy
- Self monitoring

Key Facts

Measures: Workplace drivers and personal values

Use With: Adults and young people

Use For: Individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online)

Timing: 20 minutes + administration time

Cost: 2 - 3 credits

Stanton Survey of Integrity

Measures the propensity of an applicant to behave in a reliable or unreliable way at work

The SSI measures pre-employment attitudes towards policy compliance, theft, and deviant behaviour. The responses are designed to measure the frequency and magnitude of previous deviant or distrustful acts. Built into the questionnaire is also a credibility scale, which measures the applicant's tendency to exaggerate responses, and thereby helps ensure that test results are accurate.

What the SSI Measures:

Work-Related Theft

This scale investigates whether an applicant was involved in theft at a previous job or associated with others involved in deviant behaviour. The questions also measure an applicant's views concerning theft in the workplace.

Theft Outside the Workplace

This scale investigates whether an applicant has been involved in theft outside the workplace. If a person displays deviant behaviour in situations outside the workplace, it is likely that this behaviour will generalize to the person's place of employment. A lenient attitude toward criminal behaviour is a further indication of deviancy.

Company Policy Violations

These questions examine the likelihood of a person violating company policies other than theft. For example abusing sick time, leaving work early or arriving late for work.

Key Facts

Measures: Potential risk areas during pre-employment screening

Use With: Adults and young people

Use For: Selection

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online)

Timing: 20 minutes + administration time

Cost: 2 - 4 credits

Learning Style Inventory

Measures an individual's preferred learning style to assist with ongoing development

The LSI assesses a person's learning style, helping them identify the strategies they most and least prefer to adopt when learning new material. It is a self-development tool that aims to help individuals maximise their learning potential by enabling them to tailor their approach to learning to match their strengths. Developed on the premise that all learning styles have both strengths and weaknesses, it provides a non-threatening framework in which to explore self-development issues.

What the LSI Measures:

Developed from an extensive review of the literature, the LSI measures the 6 preferred learning styles for which there is the most supporting research. Each of the 6 learning styles fall into 3 pairs of opposing approaches to learning:

Abstract perspective vs. practical approach

A preference for learning from an abstract, theoretical perspective, rather than learning from practical examples and by focusing on concrete real world issues.

Big picture vs. detail focused

A preference for focusing on the big picture before learning the fine detail, versus preferring to focus on the core elements of the subject-matter and build an understanding of how these elements are related 'from the bottom up'.

Quiet contemplation vs. discussion and hands-on activity

A preference for learning via quiet contemplation and self-reflection versus learning actively by discussion, experimentation and hands-on activity.

Key Facts

Measures: An individual's preference for learning on 3 dimensions

Use With: Adults and young people

Use For: Individual development

Administration: Supervised or Unsupervised via GeneSys Assessment System (PC or Online)

Timing: 10 minutes + administration time

Cost: 1- 2 credits

Alternate Measures

A number of targeted psychometric assessments don't fall within the traditional ability or personality / preference categories. As part of the GeneSys assessment package, these assessments are designed specifically to target abilities and preferences in particular roles (e.g. Call centres), or with a specific focus (e.g. Health and Safety).

Situational Job Test Measure

- Contact Centre Scenario Inventory (CCSI)

Alternate Measures

- Genos Emotional Intelligence Recruit (Genos EI Recruit)
- Health and Safety Indicator (HSI)
- Pressure Management Indicator (PMI)



Discover

Contact Centre Scenario Inventory

Assesses behaviours associated with job performance in contact centres

The CCSI offers an effective assessment tool for selecting and/or developing people who work in contact centres. It is a situational judgement test, in which candidates are shown a passage of text that describes a scenario. These scenarios portray challenging situations that people might encounter while working in contact centres. The candidate must then select how appropriate they think a given response would be for that scenario.

What the CCSI Measures:

Reaction to Challenging Customers

Measures how appropriately the individual is likely to respond to challenging customers.

Interaction with Team Members

Assesses how appropriately the individual is likely to interact with other team members.

Maintaining High Performance

Measures behaviours that contribute to high contact centre performance.

Following Policy

Measures adherence to policies relative to demands of the environment.

Adding Value for Customers

Examines behaviours associated with offering additional products and services.

Responding to Sales Calls

Measures behaviours associated with conducting outbound sales calls.

Key Facts

Measures: A measure of behaviours associated with job performance in contact centres

Use With: Adults and young people

Use For: Selection, individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (Online only)

Timing: 20 minutes + administration time

Cost: 2 credits

Genos Emotional Intelligence Recruit

Measures an individual's skill in displaying emotionally intelligent behaviours in the workplace

The Genos EI Recruit tool is a comprehensive measure of how an individual perceives, understands, manages and reasons with their own and others feelings and emotions. Research has suggested that people with high Emotional Intelligence (EI) tend to be more transformational in their leadership style, have better negotiation skills, higher stress tolerance, and less absenteeism.

What the Genos EI Recruit Measures:

Emotional Intelligence (EI) refers to skills that define how effectively we perceive, understand, reason with, and manage our own feelings and those of others. Unlike IQ, EI is not a fixed measurement that stays the same over the course of your lifetime. This assessment is designed specifically for selection purposes and covers 7 key EI skills including the assessment of;

- An individual's ability to perceive and understand their own feelings
- How effective an individual is at expressing their own feelings
- An individual's skill at perceiving and understanding the feelings of others
- An individual's skill of using emotional information in reasoning and decision making
- How effectively an individual manages their own emotions
- How effective an individual is at managing others' moods, feelings and emotions
- How effective an individual is at controlling strong emotions

Key Facts

Measures: Prevalence of emotionally intelligent workplace behaviours

Use With: Adults and young people

Use For: Selection

Administration: Supervised or Unsupervised via GeneSys Assessment System (Online only)

Timing: 20 minutes + administration time

Cost: 3 credits

Health and Safety Indicator

A measure of how disposed individuals are towards safe behaviour in the workplace

A large number of organisations aim to reduce the incidence of health and safety incidents and workplace accidents. While the environment and safety culture of an organisation play a role in this, personnel factors are also very important. The HSI assesses a range of ability and personality characteristics that represent an individual's tendency towards safe behaviour in the workplace environment.

What the HSI Measures:

The HSI is a combination of targeted personality and ability measures in one assessment which allows for the identification of health and safety risk factors. It includes an overall score as well as overall ability and personality scores. The ability components are timed whereas the personality components are not. Specific measures include:

Ability

- Understanding instructions
- Checking and attention to detail
- Understanding the safety environment

Personality

- Safety motivation
- Safety diligence
- Adherence to rules
- Openness to guidance
- Safety confidence
- Safety composure

Key Facts

Measures: Prevalence of emotionally intelligent workplace behaviours

Use With: Adults and young people

Use For: Selection, individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (Online only)

Timing: 35 minutes + administration time

Cost: 2 credits

Pressure Management Indicator

A measure of sources of pressure and individual differences that can result in organisational stress

The starting point for managing pressure and stress is a well structured investigation to give a clear understanding of nature and severity of any problems that may exist. The PMI is a self-report measure designed to provide a comprehensive, compact measure of occupational stress, wellbeing and coping mechanisms. The PMI gathers information on the sources, outcomes and behavioural and coping strategies used to manage pressures in the workplace.

What the PMI Measures:

Sources of Pressure

Comprises of eight scales assessing the sources of pressure individuals perceive to be prevalent.

Individual Differences

Comprises of seven scales measuring individual differences in how people respond to stress and their coping strategies.

Outcome of Pressure/Effects

Comprises of nine scales assessing the impact that pressure has on various organisational and personal dimensions.

Key Facts

Measures: Workplace stress levels and sources of pressure

Use With: Adults and young people

Use For: Individual development and guidance

Administration: Supervised or Unsupervised via GeneSys Assessment System (Online)

Timing: 20 minutes + administration time

Cost: 3 credits

The expertise, experience
and passion of our people
ensures that OPRA
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which deliver a sustainable
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for our clients.



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