

# Psychometric Assessments

**AMS Personnel Group (Pty) Ltd** is registered and uses the Thomas International system to conduct and computerized psychometric assessments, as well as paper and pencil based questionnaires, the aim is to understand a candidate's work style, acquired skills and preferred work environment, in order to ensure a good person-job fit.

**These Psychometric Assessments and Development Services** are focused on understanding people and making accurate predictions about their current capabilities, potential and likely efficiency in specific work contexts.

Having the right person in the right position is critical to organizational success. Equip Psychometric Assessments therefore focuses on identifying the key competencies and psychometric constructs necessary within a particular role.

We use psychometric assessments to identify:

- Personality
- Leadership potential
- Reasoning ability (verbal, numerical and abstract)
- Team dynamics and team roles
- Learning potential
- Development gaps

AMS  
Personnel  
Group

## **ADVANTAGES**

- Significantly better quality of information on people, in a short period of time.
- Fair and objective comparisons of assessment results over time, across individuals, groups, societies or even cultures.
- Better information with which to structure an individual interview, guide reference checking or correlate with actual behaviour.
- Better information with which to improve your current interventions and processes.
- Higher levels of self-awareness among your staff – a basic requirement of effective teams, managers and leaders.
- Know where individuals will best **"fit"** in your organisation.
- Anticipate high or low risk candidates with regards to, for instance, integrity or impulsivity.
- Reduced employee turnover, and subsequently the financial risk of employing the wrong people.

