

2023

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Assessment Solution

Powered by

CHC
CONSULTING

Who we **ARE**



CHC Consulting is a human capital consultancy that provides bespoke, high-quality services. We are known for our **creative, practical, authentic and partnering style** that focuses on delivering outstanding outcomes that drive real value.

We are the proud Africa partners for the Clevry assessment platform and suite of assessments. Clevry is a leading online psychometric test platform that allows you to create your own psychometric test campaigns for recruitment, selection, and development purposes. The suite includes a range of psychometric assessments including personality questionnaires, situational judgement tests, cognitive ability tests, up-to date South African norm groups and recruitment data analysis.

SOME OF OUR SOUTH AFRICAN CLIENTS



A leading online psychometric assessment platform that empowers you to assess what matters with unrivalled flexibility

Clevry assessments provide powerful insights into your candidates' personality, ability and motivational drivers within the workplace. Gain a more well-rounded view of your current and future talent and their ability to perform in the role. Backed by 30 years of scientific research and used by hundreds of companies worldwide, the Clevry suite is robust, reliable, valid, and rigorous.

PLATFORM FEATURES



Fully classified

Fully classified with the HPCSA



Validity

Uses up-to-date South African norm groups



Tailored PQs

Easily create customised personality questionnaires based on the traits that matter to you



Enhanced branding

Brand our platform and reports with your logo and company branding



Insightful reporting

Engaging, insightful and easy-to-understand psychometric test reports



End-to-end

End-to-end management of the candidate assessment journey



Utilise A.I.

Use artificial intelligence and machine learning to create sharper, more accurate and targeted assessment batteries



Candidate is king

Puts your candidates at the heart of your psychometric test process



Cost effective

Reduce recruitment costs, make better hiring decisions and deliver positive ROI

Partnership Options

At CHC Consulting, we recognise that each client has unique needs when it comes to implementing and utilising our psychometric assessment tools. That's why we offer flexible service models to align with your internal capabilities and desired level of support.

Regardless of which option you choose, we approach every engagement as a true partnership. Our goal is never to impose a rigid, one-size-fits-all approach, but rather is to collaborate closely to design customised assessment workflows tailored to your unique organisational needs. By delivering our assessments via flexible service models, we empower you to utilise these powerful tools in the way that brings the most value to your human capital programs.

SELF-SERVICE

Designed to enable clients with in-house assessment expertise to independently manage and run assessments on our platform. This model is ideal for organisations that want full control over the assessment process, with the benefit of our cutting-edge assessment tools.

MANAGED-SERVICE

Designed to provide end-to-end support in implementing, managing, and deriving insights from our assessment tools. Our team of experts become an extension of your team, handling assessment logistics and providing guidance on maximizing the value of assessments for your organisation.

FOUNDATIONAL SUPPORT SERVICES

While our self-service and managed service options differ in the degree of assessment execution support provided, all engagements include robust technical support, implementation, dedicated account management, and comprehensive onboarding training on our platform and assessments. Our goal is to remove operational burdens so you can derive maximum value from these powerful tools.

Costing Models

PAY PER USE

- ✓ Full flexibility, ideal for ad-hoc usage
- ✓ Pay only for what you use
- ✓ Discounts for multiple assessments per candidate
- ✓ No contracts

BUNDLE

- ✓ Discounts to leverage economies of scale
- ✓ Convenience of a single bulk purchase
- ✓ Upfront predictable pricing
- ✓ No contracts, bundle valid for 1 year

UNLIMITED SUBSCRIPTION

- ✓ Predictable costing with limitless usage
- ✓ Highly cost-effective and recommended for total freedom to leverage assessments across the talent journey
- ✓ Annual contract, with an additional discount offered for upfront payment for the year

Assessment Suite Overview

Personality Questionnaires

The Clevry Personality Questionnaire is unlike anything else on the market. We don't subscribe to a one-size-fits-all approach to personality; the CPQ offers unparalleled flexibility by allowing you to pick and choose the elements you want to measure.

- ✓ Library of 46 personality scales
- ✓ Unlimited access to create bespoke PQs
- ✓ Off-the-shelf options (Core & Enhanced)
- ✓ Role and Industry Specific options
- ✓ Cell-phone/mobile device friendly

Ability Assessments

Ability or aptitude tests are an objective way of measuring an individual's performance.

They tap into reasoning skills and are therefore a measure of potential, rather than academic performance or stored knowledge.

- ✓ Verbal, Numerical, Abstract, and Mechanical Reasoning, & Checking Tests
- ✓ Multiple levels of difficulty
- ✓ Up-to-date International & South African norms
- ✓ Cell-phone/mobile device friendly

Situational Judgement Tests

Situational Judgement Tests (or SJTs) are an elegant way to find out exactly how your candidates will behave in their role. Presented with hypothetical workplace scenarios, candidates are asked to identify the most appropriate response to the given situation.

- ✓ Multiple off-the-shelf options: Graduate, Managerial, Leadership, Contact Centre, Retail, and Recruitment roles
- ✓ Customisation options
- ✓ Multiple formats, including MessageMe SJTs
- ✓ Cell-phone/mobile device friendly

Personality Questionnaires

Two standard personality questionnaires

Core (21 scales)
Enhanced (30 scales)

Suitable for use across roles and industries, these PQs provide a good breath of understanding of your candidates' tendencies and preferences at work. These are great if you don't have the desire to create your own PQ and would like to use our model based reports (Team, Sales, Leadership) as they contain all of the relevant scales needed to power the underlying algorithms in these reports.

Role / industry specific off the shelf options

- Remote working
- Sales
- Call Centre
- Customer Service
- Graduates
- Recruitment Industry
- Project Manager
- Legal Sector
- IT Professionals
- Engineering
- Workforce
- Human Resources
- Administrative Roles
- Marketing
- Education Roles
- Hospitality

Leverage 30 years of experience of refinement based on the role profiles we have found to link highly with job performance.

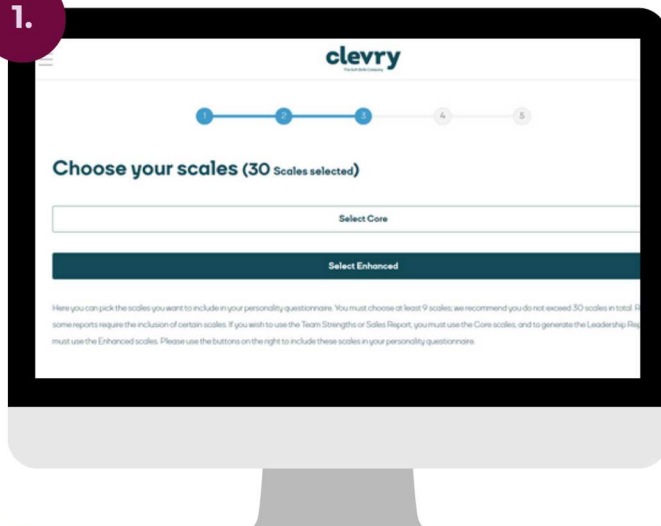
Every personality questionnaire is based on extensive research into the typical role and person profile for the role type. This process includes:

- Reviewing a large number of job specifications for similar roles, to then collate together the most common competencies organisations look for. Thematic analysis is then carried out to group these together into the headings you see.
- Reviewing our own experience of working on these role profiles and what role profiles we have found to link highly with job performance
- Literature reviews of research which links certain personality traits to job performance in certain role types

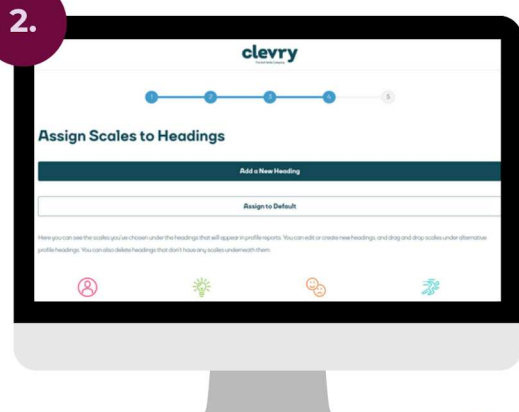
Personality Questionnaires

Bespoke Personality Questionnaire Builder

1.



2.



Easily assess the traits that **matter**

Choose from a range of different personality scales and use only the ones that are most relevant to your organisation. Easily create your own Personality Questionnaires, powered by the Clevry Scales Library. Choose the personality elements you want to assess from a library of 46 attributes covering interpersonal style, thinking style, emotional style, motivations and culture-fit.

Our easy-to-use PQ builder enables you to create a bespoke questionnaire in minutes!

The reports generated can easily be structured under personalised headings to incorporate your organisation's unique language, competencies, values and tone of voice.

Ability Assessments

Our ability or aptitude tests are an objective way of measuring an individual's performance on different work related tasks or situations. They tap into reasoning skills and are therefore a measure of potential, rather than academic performance or stored knowledge.

The Clevry ability assessments are designed to emphasise the measurement of **power**, rather than speed. Research has demonstrated more positive perceptions this approach to design, due to reductions in candidate anxiety which promote a more positive assessment experience. This can be particularly true for candidates for whom the language of the assessment is a second language. In order to measure maximum rather than typical performance, power assessments do still require a time limit.



Essential Level

Basic comprehension assessments. Most suited to entry level, blue-collar, manual, and industry roles.

Verbal reasoning
Numerical reasoning
Mechanical reasoning

Checking (*Beta version)

Enhanced Level

Our most widely used ability assessment level. Broadly applicable across graduate, entry, mid-level, and management roles.

Verbal reasoning
Numerical reasoning
Abstract reasoning
Checking

Expert Level

Highest level assessment. Designed for professionals, senior specialists, and executive management competing on an international level.

Verbal reasoning
Numerical reasoning
Abstract reasoning

Situational Judgement Tests

Situational Judgement Tests (or SJTs) are an elegant way to find out exactly how your candidates will behave in their role. Presented with hypothetical workplace scenarios, candidates are asked to identify the most appropriate response to the given situation.

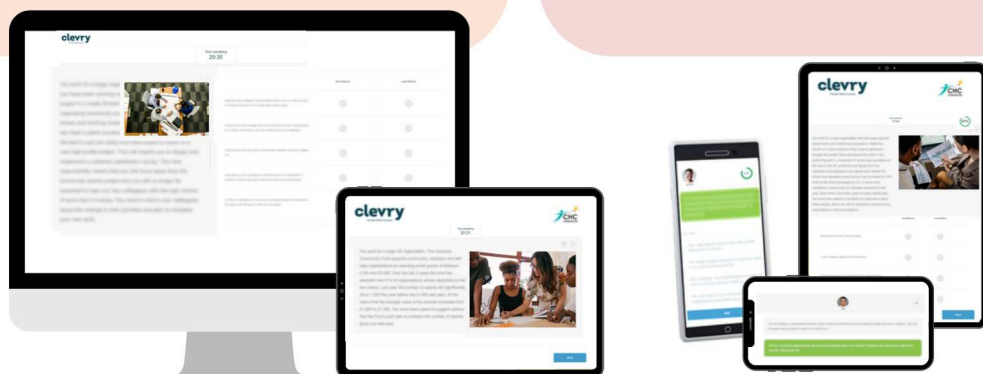
As well as being a valuable tool for predicting future job performance, Situational Judgement Tests boast high face validity as well as excellent candidate engagement. SJTs provide you with an insight into the candidate's approach and decision-making style, whilst simultaneously providing them with a realistic job preview.

All of our SJTs, in both a traditional and instant chat Message Me format, can be developed to be fully customised to reflect your company's values and the requirements of the role on offer. We also offer several off-the-shelf solutions which can be easily incorporated into any recruitment or employee development campaign.

Off-the-shelf solutions:

Graduate / Managerial SJT
Leadership SJT
Contact Centre SJT

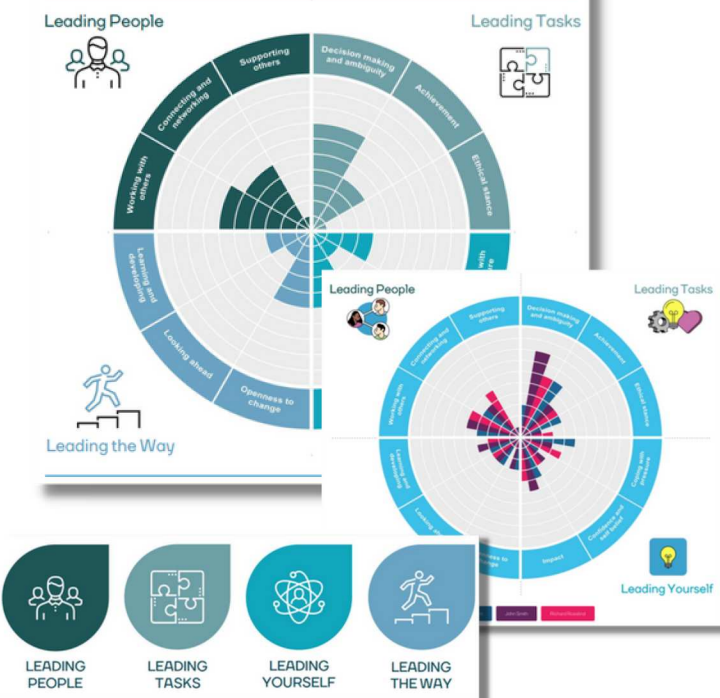
Sales Message Me Assessment
Recruiter Message Me Assessment
Retail Message Me Assessment



Clevry offering Leadership

LEADERSHIP MODEL OVERVIEW

The Clevry Leadership Model is derived from research and years of experience in helping leaders at all levels of the organisation to develop their skills. It focuses on twelve aspects of leadership which fall under four key areas. Mike's overall results are shown below.



Leadership Personality Questionnaire & Reports

The Leadership Personality Questionnaire (Clevry Enhanced PQ) assesses 30 traits, across 12 attributes which fall under 4 key areas. This assessment is aligned to the Clevry Leadership Model, derived from years of experience and research, and provides insight into an individual's leadership potential, indicating their work styles, strengths and preferences relating to leadership roles. The Leadership Report is available at the individual and group levels.

Leadership Situational Judgement Test

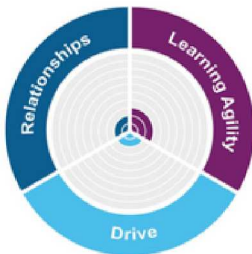
Our Leadership SJT is designed to measure candidates' judgement and reasoning approach across a range of situations typical for a leader. These situations measure competencies that are critical for effective performance in leadership roles.



Clevry offering Graduates

MIKEL'S POTENTIAL PROFILE

You should explore potential when you need to establish the ease with which Mikael could progress into a more senior or complex role in future.



Potential to progress

Overall potential for future progression on the basis of Drive, Relationships and Learning Agility scores. Likely to demonstrate the desire and ability to deliver more for the organisation by taking on new and more challenging responsibilities.



Learning agility Responds effectively to new challenges, learning to improve performance in a change. Demonstrates self-awareness, emotional management.	Initiative	Practicality	●●●●●●●●●●	Originality	●●●●●●●●●●
		Task focus	●●●●●●●●●●	Self-development	●●●●●●●●●●
		Focus	●●●●●●●●●●	Variety	●●●●●●●●●●
Drive Strong achievement focus, positive attitude for making things happen, effectiveness in more demanding roles.	Motivated	Distractible	●●●●●●●●●●	Tenacious	●●●●●●●●●●
		External control	●●●●●●●●●●	Internal control	●●●●●●●●●●
		Pressure-averse	●●●●●●●●●●	Stress management	●●●●●●●●●●
		Cooperation	●●●●●●●●●●	Competition	●●●●●●●●●●
Relationships Manages relationships effectively, active listening, adapting approach, networking.	Commercial Awareness	Democracy	●●●●●●●●●●	Authority	●●●●●●●●●●
		Talkative	●●●●●●●●●●	Listening	●●●●●●●●●●
		Concrete	●●●●●●●●●●	Strategic	●●●●●●●●●●
Interpersonal Skills	Consistent	●●●●●●●●●●	Adaptable	●●●●●●●●●●	
	Reserved	●●●●●●●●●●	Approachable	●●●●●●●●●●	
	Reticent	●●●●●●●●●●	Poised	●●●●●●●●●●	
	Solitary	●●●●●●●●●●	Gregarious	●●●●●●●●●●	
	Sensitive	●●●●●●●●●●	Resilient	●●●●●●●●●●	

Graduate

Personality Questionnaire

This personality questionnaire is designed to assess a candidate's characteristics and potential in four key areas key to most graduate roles. These can be adapted to suit your organisation's specific needs.

The reports focus on the key characteristics and behaviours related to:

- Initiative
- Motivation
- Commercial Awareness
- Interpersonal Skills

Graduate / Managerial Situational Judgement Test

Our Graduate / Managerial SJT is designed to measure candidates' judgement and reasoning approach across a range of situations typical of a Graduate or Management role. These situations measure competencies that are critical to effective performance in such roles.



Clevry offering Screening

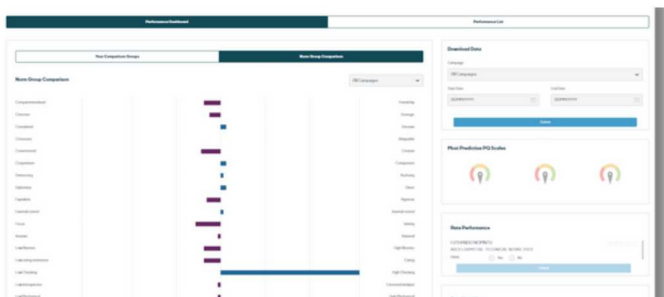
Leverage Clevry's unlimited subscription packages to unlock the ultimate freedom in your assessment strategy. Designed to support your decision making in high volume and fast-paced recruitment, the Clevry assessments can be tailored to assess for potential and to highlight the candidates who are best aligned to your core competencies. The platform will enable you to assess, track, sort, screen, shortlist, and benchmark all in one place.



Track your assessment volumes, trends, and campaign performance

Automatically sort and focus on top candidates based on a tailored fit score
Search for specific traits needed in business

The interface shows a table of candidates with columns for name, status, and scores. A 'Profile Search' modal is open, allowing users to 'Select Scales' and filter by 'INTERPERSONAL STYLE'. The style options include: Adaptable, Approachable, Assertive, Direct, Cleverness, Independent, Influential, Listening, and Pleased.



Conduct benchmarking research and track against performance metrics to focus on what good looks like in your specific context

Clevry offering Administrative Roles

KEY JOB FIT STRENGTHS

Sam Example

Sam completed this personality assessment on 23/06/2023

These are the top five personality dimensions where Sam described their personality in terms that are closely matched with the demands and rewards of the role. The higher the job fit score the more likely that Sam's natural strengths will play well in the role, increasing their engagement, motivation, and performance. These results should be followed up in the interview.

Job fit attribute	Sam's personality	Job fit
Detail focused	Sam's responses indicate that Sam is much more detail focused than most people at work. Sam likes to take time to check things are right and often spots errors that others may have missed.	5 GREAT JOB FIT!
Structured	Sam generally plans carefully before starting and often likes to divide work into discrete elements. Sam is much more comfortable	5 GREAT JOB FIT!

QUALITY

Big picture More interested in the main task than the intricate details. Prepared to leave others to spot minor errors.	Detail focused Takes a perfectionist approach. Enjoys attending to detail. Notices points that others overlook.	4 GREAT JOB FIT!
Expedient Gets work done as quickly as possible. Looks for ways to cut corners. More expedient than careful.	Rigorous Thorough and conscientious. Likes to do things properly. Takes time, and avoids short cuts.	4 GREAT JOB FIT!
Distractionable Distractionable. Finds it difficult to stick with routine tasks. Becomes bored quickly with tedious jobs.	Tenacious Follows things through. Persists with a task even if it is boring.	4 GREAT JOB FIT!

JOB FIT SUMMARY

Assertive	Tenacious
Listening	Calm
Adaptable	Structured
Approachable	Striving
Detail focused	Order
Rigorous	

Sam's responses indicate that Sam is much more **detail focused** and often spots errors that others may have missed.

Their responses indicate that Sam is slightly **less rigorous** to get work completed quickly and may sometimes take shortcuts.

Sam is quite persistent with tasks, even when they are boring, suggests that Sam is fairly **tenacious** even when working on Sam describes themselves as someone who is **moderately calm**. Sam tends not to worry excessively, but neither is Sam **unworrying**.

Administrative Role Personality Questionnaire

This personality questionnaire is designed to assess a candidate's characteristics and potential in four key areas key to most administrative roles. These can be adapted to suit your organisation's specific needs.

The reports focus on the key characteristics and behaviours related to:

- Support & Communication
- Quality & Detail Focus
- Process Drive

Abilities and Detail Attentiveness

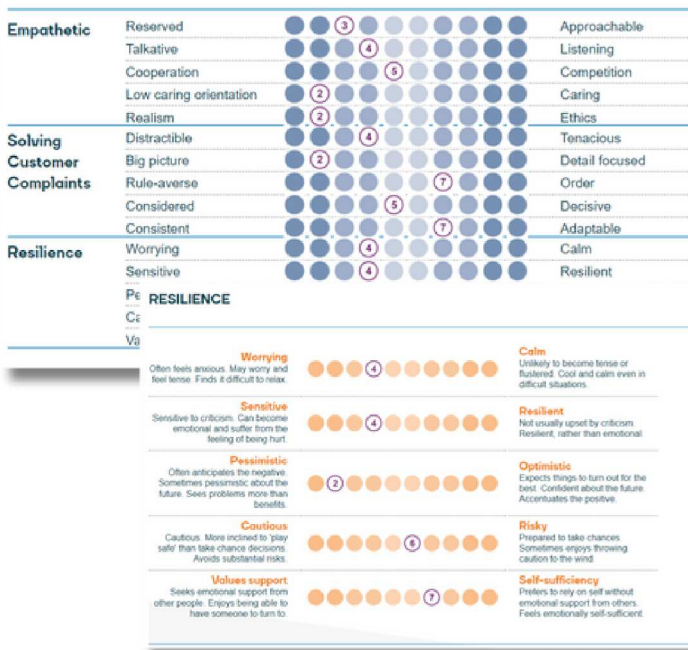
Assess how well candidates deal with different types of information, how well they can problem solve, and their attention to detail under timed conditions to gain insight into their ability to work quickly and accurately.



Clevry offering Call Centre Roles

EXAMPLE'S PROFILE SUMMARY

This is a summary of Example's preferences compared to other people:



Call Centre Personality Questionnaire

This off-the-shelf personality questionnaire, which can be adapted to suit your specific organisation, focuses on the key characteristics that often lend themselves to strong performance in a call centre or customer support role, such as resilience, empathy and problem solving.

Contact Centre Situational Judgement Test

Our Contact Centre SJT is designed to measure candidates' judgement and reasoning approach across a range of situations typical for a role in a Contact Centre.



Clevry offering Retail & Sales



Sales Report & Group Sales Report

This report provides a insight into the personal or team-level style, values and motivational drivers contributing to sales potential. The report describes strengths in each of the four sales quadrants, as well as highlighting some potential derailers. It can be use to highlight key strengths in sales situations, and guide development.

Retail and Sales Situational Judgement Tests

SJTs designed to measure candidates' judgement and reasoning approach across a range of situations typical for these roles.



Clevry offering Personal Development

Multi-faceted individual level development opportunities

At the individual level, the Clevry personality-based reports can provide insight into key findings from your employee's personality profile. The wide range of reports that can be used to add value to individual development initiatives include the Personal Feedback report, the Leadership Report, the Team Strengths Report, and the Joy at Work Report.

YOUR DEVELOPMENT

On this page, your responses to the personality questionnaire have been used to prioritise up to 5 key areas which might be relevant to your personal development. These development possibilities are offered for your consideration. It is for you to decide whether these are areas where you would like to change or develop.

Key attribute	Area of personality	Development possibilities
Talkative	Interpersonal Style	Your development planning could include working towards a greater readiness to spend more time listening so that others feel that their views are
Expedient		
Pragmatism		
Dispassionate		
Sensitivity		

ADAPTING YOUR WORK STYLES

To some degree, we can all adapt our styles of behaviour to meet the demands of different roles and different situations. On this page of the report, your responses to the personality questionnaire have been used to prioritise up to 5 key areas where you might want to flex or modify your ways of working from time to time.

These hints and tips are offered for your reflection. It is for you to decide whether these are useful to you as you develop in your work and your career.

Key attribute	Hints and tips
Talkative	You are a naturally chatty person and may tend to do the majority of talking in group situations. Consider how much time you dedicate to listening to those around you. Make an effort to find a balance between sharing your opinion and listening to the opinions of others. Practice really focusing on the contributions of others in meetings in order to understand fully the part they are trying to get across before responding.
Expedient	
Pragmatism	
Dispassionate	
Sensitivity	

YOUR CAREER CHOICES

Your responses to the personality questionnaire have also been used to prioritise up to 5 key areas which might be relevant to your future career choices. The indicators on this page highlight work choices which are well suited to your preferences and those which are less aligned with your personality.

Key attribute	You may thrive in a career where:	You may need to work harder to sustain performance in a career where:
Talkative	You are encouraged to speak your mind and be confidently vocal during group discussion. Roles in which you are asked to take a leading role in conversations rather than spend a lot of time listening to others.	You need to spend the majority of your time listening to others rather than sharing your thoughts. Where it is important for you to make a lot of effort to ensure that other people know that their opinions are being heard.
Expedient	Roles where you can deliver results at a fast pace and keep up with tight deadlines. You are required to work quickly and find short cuts.	You must adhere to standards of perfection in the way work is delivered. Where you are expected to work slowly, carefully and systematically and avoid any errors whatsoever. Organisations with a culture of perfection and low tolerance for corner-cutting.
Pragmatism		

YOUR PERSONALITY

Personality questionnaires are used to measure the preferred styles, emotional tendencies, motivations and values of people at work. This section of the report provides a detailed description of your personality based on the questionnaire you completed. This is based on your self-perceptions.

Interpersonal Style

Supportive: ●●●●●●●●●●
 Talkative: ○●●●●●●●●●
 Slightly: ●●●●●●●●●○
 Assertive: ●●●●●●●●○●
 Reserved: ●●●●●●●●●○
 Consistent: ●●●●●●●●●○

You are more **assertive** than many people in the comparison group. You prefer to lead in group, and tend to be a dominant force in many situations.

GETTING THE BEST FROM YOUR STRENGTHS

You find joy at work when you use your natural soft-skill strengths. Joy comes from performing your best, doing things your way, and working in a culture that works for you. These are your key soft skills strengths.

Interpersonal Style	Emotional Style	Thinking Style	Motivation
9 Talkative Jane enjoys talking and sometimes needs to work hard to listen to the views of others.	8 Sensitivity Jane values cultural settings which respect people's emotions and treat people with dignity.	9 High level Jane likes to focus on the overall task and the wider implications of her work rather than spending lots of time on the detail.	10 Dispassionate Jane feels more rewarded by the business aspects of her role than by caring for others.
8 Reserved Jane likes to take a little time to get to know the people she works with and to build new relationships.	8 Composure Jane performs well in calm, relaxed environments.	7 Curious Jane is most engaged when she can shift attention between different tasks or projects.	7 Focus Jane maintains consistency and focus in her work. She likes to prioritise rather than juggling too many tasks at the same time.

FLEXIBILITY OF STYLE

The below score indicates how likely Mikael is to adapt on alternative team style, should the occasion call for it.

10

ADAPTABILITY

Mikael shows a **high degree of flexibility** when it comes to his style. It is his style to adapt to suit the situation where it is most appropriate to do so.

Mikael may draw on strengths from the following other team types:

- The Perfectionist**
 - Mikael likes to think quickly and can make a decision.
 - Mikael is motivated to complete tasks which have a clear end point.
 - Mikael enjoys opportunities to think about the big picture.
- The Pragmatist**
 - Mikael feels at home in a culture with clearly defined roles and responsibilities.
 - Mikael likes to think quickly and can make a decision.
 - Mikael enjoys opportunities to think about the big picture.

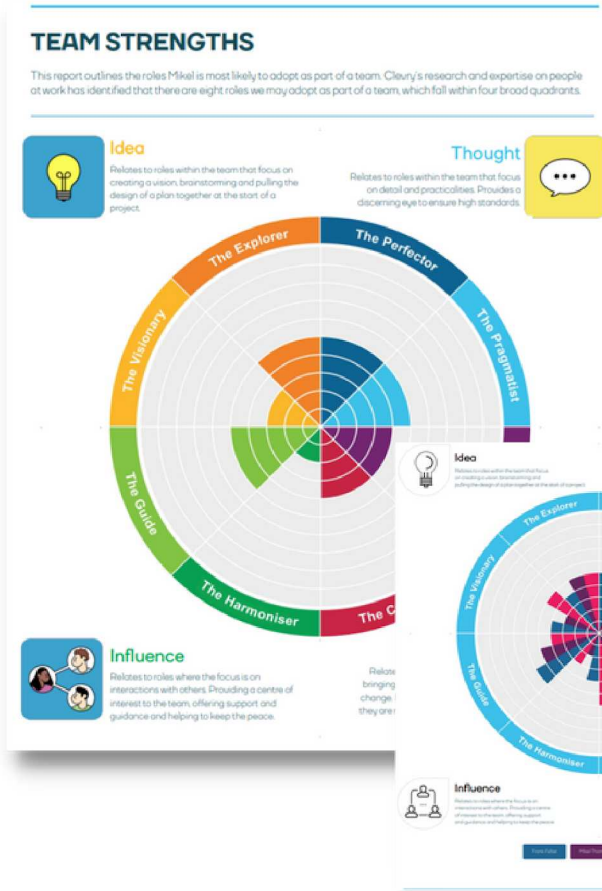
FIND YOUR JOY INSIGHTS

Talkative **9**
 Jane describes herself as somebody who has a very strong preference for being expressive of her own views and sees herself very much as a talker rather than a listener. She could come across as less patient than other people when it comes to listening and she may find that her own thoughts get in the way. Jane may benefit from some support in identifying occasions when it is more appropriate to take time out first to listen to the views of others.

Reserved **8**
 Jane describes herself as being somewhat guarded with people that she does not know well. She may come across as more reserved than other people and may find it more difficult to build rapport quickly with others. She may benefit from some support in doing this, and need time to start building relationships with the full range of people she comes into contact with, such as colleagues, customers or those she manages.

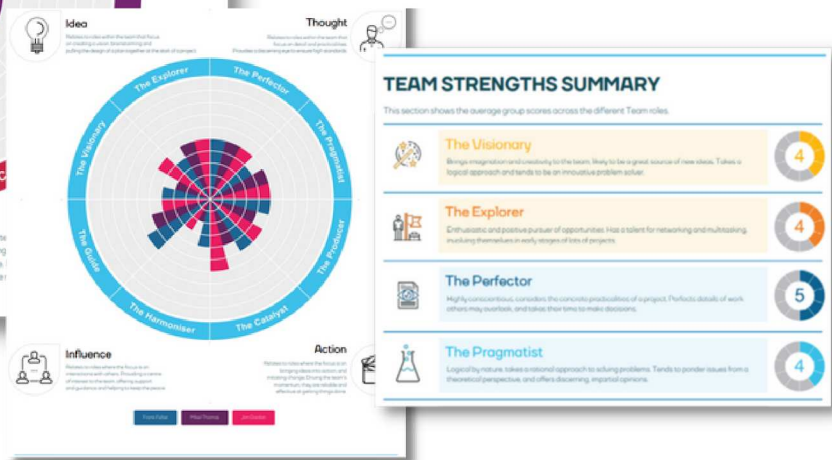
Consistent **6**
 Compared to other people, Jane is moderately adaptable in her approach. On some occasions she will adopt her style to meet the needs of the situation. On others she will rely on the strengths of her own preferred style. She may benefit from help in identifying situations where flexing her approach is appropriate. Providing opportunities to practice being adaptable would then help to build on this skill.

Clevry offering Team Development

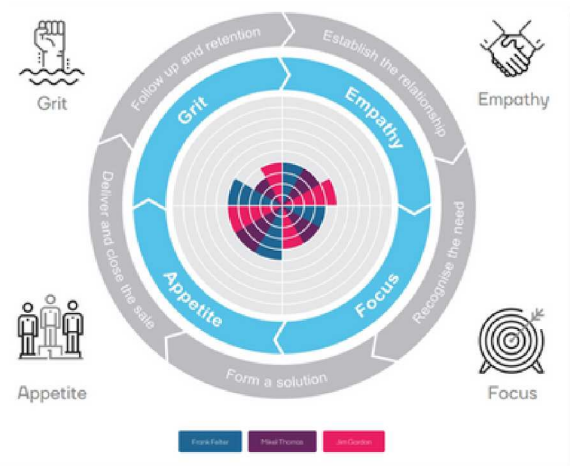


Team Development

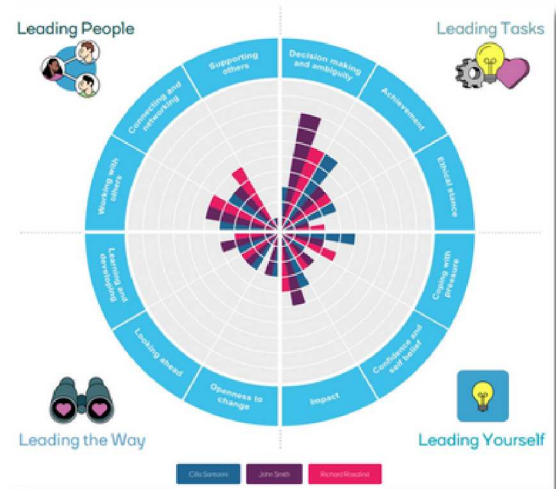
The Team Strengths reports are useful tools for identifying strengths and gaps within the team and can be used in a group setting or for just one individual.



Sales Teams



Leadership Teams



Clevry offering Rewards & Motivation

Motivation Scales

Low caring orientation Inclined to believe that people should look after themselves. Impatient with people who need help all the time.		Caring Prefers jobs that benefit others in some way. Motivated by work that involves caring about others.
Compartmentalised Tends to avoid close relationships with work colleagues. Keeps personal life separate from work.		Friendship Regards work as a social opportunity. Would like job to provide chances to form new relationships.
Low money orientation Uninterested in making lots of money. Satisfied with a modest income and lifestyle. Career choices rarely affected by salary.		Money Motivated by making money. Values a high standard of living. Career choices influenced by earnings.
Practicality Finds self-expression at work unimportant. Emphasises practicality more than creativity.		Originality Motivated by having ideas implemented. Prefers a working environment that encourages originality. Seeks opportunities to be innovative.
Low praise orientation Less motivated by praise. Satisfied if a job has been well done without it being recognised by others.		Praise Likes to have hard work noticed. Feels gratified if praised. Can become demotivated if efforts are not acknowledged.
Task focus Feels that self-development is less important than getting a job done. Satisfied with current performance.		Self-development Keen to improve. Values training and developing new skills. Prioritises self-development over other concerns.
Low need for status Not interested in status. More influenced by the actual content of a job than the status it might bring.		Status Likes the prestige that comes with more senior positions. Motivated by status.
Open ended More interested in the process of work than the results. Content to do work which has no obvious outcome. Sometimes able to enjoy doing nothing.		Striving Likes work that has a clear outcome. Motivated by pursuing achievements. Unhappy doing nothing.
Focus Dislikes frequent changes between tasks. Prefers settling down to work rather than juggling many tasks.		Variety Enjoys variety in day-to-day work. Prefers doing many tasks in parallel.

With a dedicated section in the Clevry Scale Library, and multiple views through the range of reports, the Clevry assessments can provide insights into your candidates' and employees' key drivers and engagement needs. The scales focus on the values relating to rewards and challenges to establish what is important to the individual as a source of job satisfaction and career motivation.

Onboarding Report

A resource for line managers to understand the work that their team members will find stimulating and fulfilling. This can support them in adapting their management/mentoring style and helping their team thrive.

ON-BOARDING INSIGHTS



Achievement

10

David is highly motivated by the successful completion of tasks and activities in his role. He sees himself as being extremely results-focused and will constantly look for some challenge to take on in his work. He is likely to be very motivated by being kept busy on tasks which have a concrete outcome and which can give him a sense of personal achievement.

On-boarding advice

- Take time to recognise the successful outcomes which David achieves.
- Involve David in tasks which require a strong drive for results.

Internal control

8

David describes himself as someone who feels a strong sense of personal control. He is likely to attribute success to internal factors, such as effort or ability, and so is more likely than most people to feel he is in control of the outcome of his work. He is likely to feel comfortable in situations where she is able to take action that will influence the way things turn out, in order to get the outcomes he wants.

On-boarding advice

- Reinforce David's sense of control over the events and outcomes around him.
- Support David when there are negative outcomes out of his control.

Self-development

8

Compared to others, David has a strong value for self-development. He is likely to be very attracted to any opportunities for training and career development that allow him to develop his skills, enthusiasm and motivation.

On-boarding advice

- Find opportunities for David to participate in work that will nurture his drive for improvement.

Focus

8

David finds settling down rather than facing many tasks more motivating as he is required to keep interested in



Stimulation

David readily embraces tasks which allow him to be...

9 **Strategic**
David likes to make plans and establish a systematic approach to his work.

8 **Strategic**
David enjoys opportunities to think about the bigger picture.

Reward

David feels rewarded and fulfilled by...

10 **Achievement**
David is motivated to complete tasks which have successful outcomes.

8 **Internal control**
David feels in control of his present and future.



Clevery offering Culture Fit

ON-BOARDING INSIGHTS

Environment

Sensitivity
10
Miseal describes himself as being highly sensitive to criticism. He is very likely to thrive in a nurturing environment with a supportive management approach. He is likely to benefit from help to identify ways in which he can listen to feedback and take on board the messages being communicated in order to get the most from the guidance being offered.

On-boarding advice:

- Seek to provide understanding and emotional support when Miseal experiences negative feedback.
- Avoid placing Miseal in situations where he is unexpected from prior criticism.

Gravitas
10
Miseal strongly prefers working in a serious, professional environment. He generally takes a dim view of humour and flippancy at work and would rather focus on more serious issues than give ground to being teased. He has a preference for working with people who adopt a more professional approach to work, rather than needing to have a laugh and see the humour in things.

On-boarding advice:

- Recognise that Miseal is ready to contribute in situations which are serious, professional or intense.
- Encourage Miseal's colleagues to embrace his serious minded approach.

Composure

FIND YOUR JOY INSIGHTS

Ethics
9
Mmamoloko has a much stronger value for ethics than most other people. She is extremely reluctant to compromise on moral or ethical standards and is very keen to work within a framework of values or principles. Mmamoloko will be highly motivated by being able to link the work that they do to these values and principles and by understanding how they can contribute to upholding ethical standards.

Find your joy when:

- You are required to uphold a strong moral position. Where there is a high value attached to ethical considerations.

Career mobility
9
Mmamoloko is much less likely than most to feel committed to any particular organisation. She strongly values occasionally changing organisations to broaden her experience or enhance her career prospects. It may be useful to make explicit any opportunities that may be available to her within the role or the company.

Find your joy when:

- The organisation values movement of employees and provides platforms for you to progress by transferring to different roles, teams or partner companies.

The Clevery scales and reports provide insights to support understanding the style of environment that is best suited to the candidate. We thrive in cultural environments that nurture our key values.

CULTURE FIT

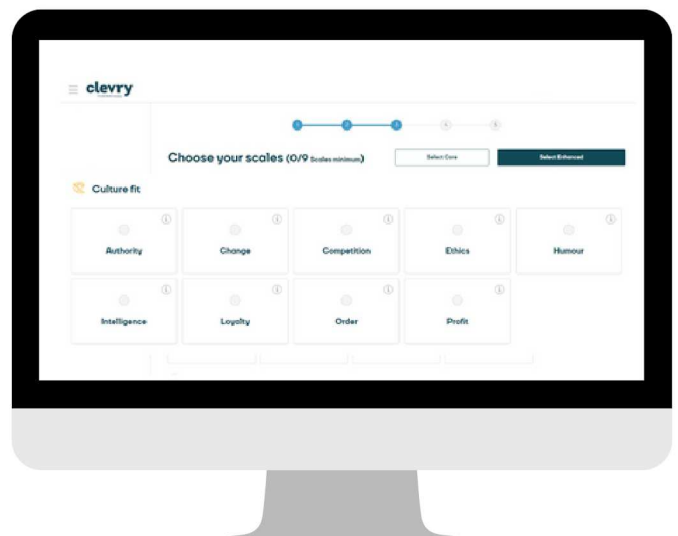
3 **JOB-FIT INDEX**

Based on the combined job-fit scores for the personality scales relating to Culture fit.

Job fit attribute	Janice's personality	Job fit
Authority	Janice indicates a fairly strong value for working within a democratic environment. She may sometimes question authority and may generally feel that leaders should be open to criticism. As a leader she might be open to some limited comments and criticisms from her team. There is little indication from Janice that she has any interest in the pursuit of power.	2 OK JOB FIT
Change	She has a preference for working in a culture of change. She values novelty rather than tradition and is likely to enjoy the challenges of executing change in an evolving organisation.	4 GREAT JOB FIT
Competition	Janice's responses suggest that they have a moderate attitude to competition. She may sometimes judge her own performance by comparing herself with others, and although she likes to win, they dislike fierce rivalry and may occasionally feel that competition does more harm than good.	3 OK JOB FIT
Ethics	Janice has a much stronger value for ethics than other people who have completed the questionnaire. She is extremely reluctant to compromise on moral or ethical standards and is very keen to work within a framework of values or principles.	5 GREAT JOB FIT

Dedicated Culture Fit Scales and more

The Clevery Scales Library includes a section dedicated to key culture fit components to explore your candidate's values and beliefs that underlie their preferences for the environment within which they work. Beyond this, many other scales in the library have implications for culture-fit from the perspective of understanding whether your candidate will align with the key characteristics of the role, team, and broader organisation.



Report Offering

The Clevry offering is designed to allow multiple reports to be available from a single personality assessment, both at the individual and group level. Other reports include those for the Ability and SJT assessments. The report offering also includes reports specifically designed for different audiences and stakeholders, including the individual test-taker, psychology professionals, HR and recruitment, and line/hiring managers. View our full sample reports [here](#).

Personality based report highlights

Insights Report

This report provides a comprehensive overview of the individual's personality profile. It includes sections for:

- Mikel's Profile Summary:** A grid-based overview of various personality dimensions.
- Mikel's Strongest Preferences:** A list of the most prominent personality traits.
- Interpersonal Style:** A detailed breakdown of how the individual interacts with others.
- Mikel's Potential Profile:** A circular chart showing the individual's strengths and potential areas for growth.

Selection Report

This report is designed to help hiring managers evaluate candidates. It includes:

- Job Fit Summary:** A comparison of the candidate's personality traits against the requirements of the job.
- Interpersonal Style:** A detailed analysis of the candidate's communication and social skills.

Interviewer Report

This report provides guidance for interviewers. It includes:

- Interview Guidance: Interpersonal Style:** A detailed breakdown of the candidate's interpersonal style, including listening, influence, and action.

Team Strengths Report

This report provides a visual overview of the team's strengths. It includes:

- Team Strengths Report:** A circular chart showing the team's overall strengths and weaknesses.

Onboarding Report

This report provides a checklist of onboarding tasks. It includes:

- Onboarding Report:** A checklist of tasks such as 'Introduction', 'Stimulation', 'Reward', and 'Empowerment'.

Leadership Report

This report provides a visual overview of leadership tasks. It includes:

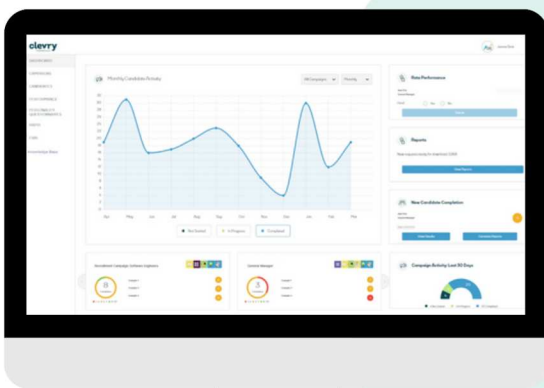
- Leadership Report:** A circular chart showing the individual's leadership strengths and weaknesses.

Clevry Journey

The Clevry platform, assessments, and reporting options are designed to empower users to leverage data from every assessment throughout the talent lifecycle. Maximal value creation by curating your view and application of the assessment data according to the needs of different stages and audiences.



The Platform

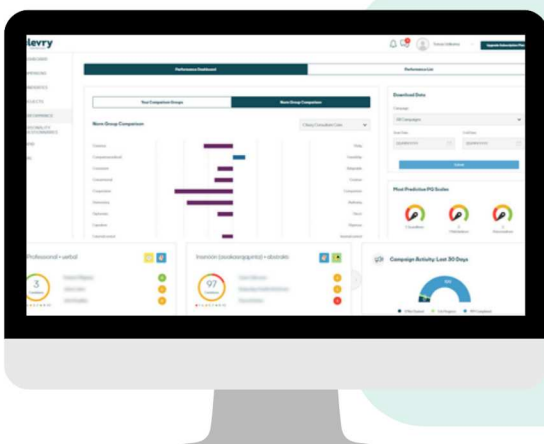
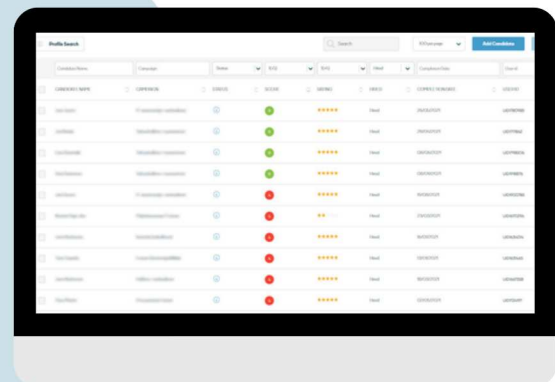


Experience

At our core is a highly flexible and intuitive platform for assessing top talent. The platform makes it easy to create custom campaigns for recruitment and development.

Matching

Automated, powerful matching functionality for efficient filtering, comparisons, and searches for key traits.



Analytics

Recruitment & performance data combined with assessment data to provide detailed insights into your teams and organisation.

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