Psychometric assessments are a scientific measurement of skills, abilities, attitudes and personality traits. Research indicates that the match between employer/employee and the success in role significantly improves when psychometric assessments and structured interviews are integrated and used correctly.

At Old Mutual Limited (OML) we used psychometric assessments to assist in placing the right person, in the right job at the right time. Employees benefit from gaining insight into their strengths and areas of development which enables them to OWN and manage their personal and professional growth.

Typical assessment batteries at OML include capability, cognitive, personality and motivational assessments.

**TIPS**

- Ensure you are well rested
- If you are not feeling well; it is best to try and reschedule the assessment
- Try to be early as rushing may impact your concentration
- Do not be afraid to ask questions of the administrator and clarify anything before they leave the room

**Capability assessments** include the Career Path Appreciation (CPA) assessment which is a semi-structured interview designed to identify a candidates capability to work under predetermined levels of complexity measuring both current and future potential. The Modified Career Path Appreciation (MCPA) is a computerised version of the CPA.

**Cognitive Assessments** assesses the cognitive capabilities of a candidate. Cognitive Process Profile (CPP) is a computerised, cognitive assessment that tracks thinking processes that indicate a candidates cognitive preferences and capabilities.

**Ability Assessments** aid in determining competence, suitability and predicting future performance. They cover verbal, numerical and abstract reasoning tests.

**Personality Assessments** involves the administration, scoring and interpretation of personality traits and styles. The Occupational Personality Questionnaire measures personality traits that are relevant to occupational settings and aids in determining your behavioural style at work. The Hogan assessment enable your employer to assess your personality and predicts your potential performance.

Please visit the following link if you wish to practice SHL assessments: [https://www.celbglobal.com/shldirect/en/practice-tests/](https://www.celbglobal.com/shldirect/en/practice-tests/)