

# Psychometric science, made relevant.

## One platform

Flexible, validated, and built to reflect your culture,  
predict your success, and grow with your people  
and organisation.



*Locally delivered and supported by CHC Consulting –  
your partner in unlocking human potential.*

# THE TALENT CHALLENGE. **NOW.**

Traditional methods can't solve today's talent problems. What's more, outdated assessment models are part of the problem.

The talent landscape has changed - but many hiring and development processes haven't.

People teams and leadership are under pressure to move fast, reduce bias, increase efficiency, and plan for future potential, all while making high-stakes decisions with limited time and incomplete insight.

Too often there's a misalignment between the real demands of business and the tools we use to support these decisions - generic CVs rarely reflect readiness, job specs that struggle to keep up with evolving skills, and time-intensive interviews that barely scratch the surface. To top it off, psychometric assessments - that often fail to speak the language of your context - get pushed to the end of the process as a final check.

## **The result?**

Diminished power to influence decisions, reduce bias, and unlock potential.

## **But it doesn't have to be that way.**

At CHC Consulting, we believe that assessment should be strategic, embedded, and adaptive. It should flex to your actual values and success drivers, and flex to the diverse contexts in which people thrive. That's why we partner with Clevry - to help organisations move from tick-box testing to evidence-based, context-aware, and human-centred talent strategy.



# INTRODUCING CHC X CLEVRY

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 partner with organisations to deliver data-driven and human-centric solutions that address their key human capital challenges. By blending the science of psychology, the power of technology, and the wisdom of human experience, we create practical, scalable, and impactful solutions that unlock potential, foster inclusion, and drive sustainable growth.

## Trusted by organisations across Africa



PEP Africa



SYSPRO™



TRADE OCEAN



fibertime™



WEYLANDTS



RioTinto



Hyperclear

TrueProp



voestalpine

ONE STEP AHEAD.

...AND MANY OTHER FANTASTIC COMPANIES AND  
PRIVATE PRACTICES

At CHC Consulting, we are the proud Africa partner for the Clevry platform and suite of assessments.

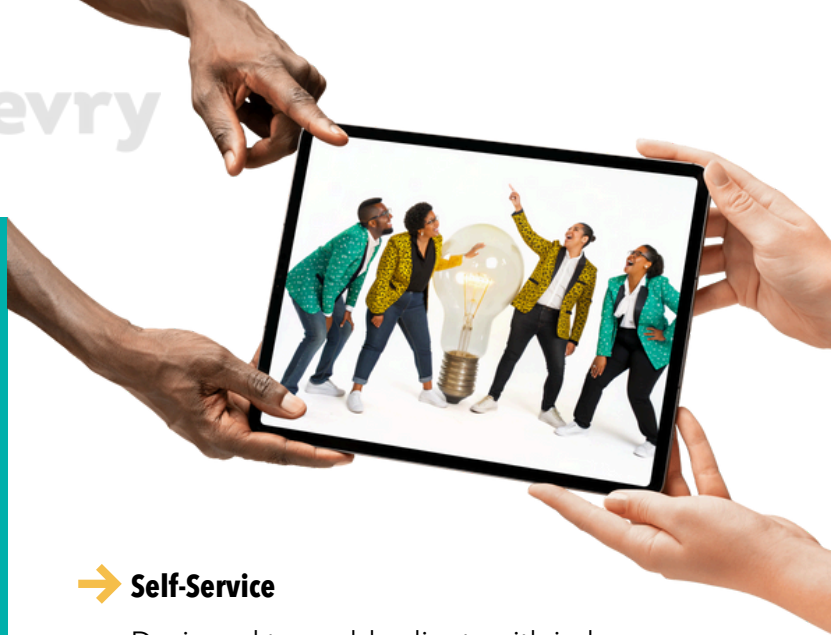
Clevry is a leading online recruitment and assessment platform that allows you to create your own psychometric assessment campaigns for recruitment, selection, and development purposes, and to curate the end-to-end process all in one place. With up-to date Global and South African norm groups, recruitment data analysis, and unrivalled flexibility, it provides powerful predictive insights in a single, centralised environment.



# PARTNERSHIP OPTIONS

At CHC Consulting, we recognise that each client has unique needs when it comes to implementing and utilising assessment tools. That's why we offer three 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 to collaborate closely in designing customised assessment workflows curated to your unique organisational needs. By delivering our assessments via tailored service models, we empower you to utilise these powerful tools in the way that brings the most value to your talent strategies and processes.



## → Self-Service

Designed to enable clients with in-house assessment expertise to independently manage and run assessments backed by the full power of the Clevry platform.

## → Managed Service

Platform access plus expert support - including strategic guidance, quality assurance, and technical assistance to build your capability with confidence.

## → Outsourced Service

We handle everything end-to-end - administration, reporting, feedback, stakeholder communication. For clients wanting professional assessment services without internal overhead.

## ★ Foundational Support - Included at all levels

Every engagement includes dedicated account management, technical support, platform training, and implementation assistance. As your assessment partner, we work to streamline and remove operational burdens so you can focus on driving maximum value.



# THE CLEVRY SOLUTION AT A GLANCE

The Clevry platform brings all your assessment and recruitment needs into a single, intuitive hub.

By giving you the power to curate and manage the entire recruitment or assessment process, end-to-end, all in one place, it's designed to support every stage of the talent journey, from first touchpoint to long-term development.

## ASSESSMENT SUITE

- ✓ Full psychometric assessment suite with Global & South African versions & norms
- ✓ Off-the-shelf & bespoke options
- ✓ 360 Feedback Assessments

## APPLICANT TRACKING SYSTEM

- ✓ Assessment-native design for a secure & cohesive journey
- ✓ Flexible & automated hiring workflows
- ✓ Hiring Manager & Candidate Portals
- ✓ End-to-end visibility for effortless candidate management & real-time decision-making

## RECORDED INTERVIEWS & ASSESSMENT CENTRE EXERCISES

- ✓ Interview Builder for custom, competency-based interview template design
- ✓ Multi-level evaluation for assessors, recruiters, or hiring managers
- ✓ Virtual Assessment Centre with off-the-shelf & bespoke exercises

**TALK TO US ABOUT YOUR  
ASSESSMENT ECOSYSTEM**

**ONE PLATFORM. UNLIMITED POTENTIAL.**



clevry

# clevry

## KEY ASSESSMENT SOLUTION FEATURES

### Science-Backed Insight into Human Potential

- ✓ **Personality questionnaires:**  
Customisable using 46+ trait scales to assess Interpersonal Style, Thinking Style, Emotional Style, Motivations, and Culture-Fit
- ✓ **Ability tests:**  
Assess Checking, Verbal, Numerical, Abstract and Mechanical reasoning
- ✓ **Situational judgement tests:**  
For role-specific decision-making and competency assessment
- ✓ Seamless, fully **mobile-optimised** and **POPIA compliant** candidate journey
- ✓ Instant results, **Job-Match** scores, and **automated** candidate feedback
- ✓ **Intuitive** drag-and-drop campaign builder for customised assessment journeys



# ASSESSMENT

**+2000**  
clients globally

**+10 million**  
candidates assessed

Backed by over  
**30 years**  
of scientific research

Up-to-date  
**SA Norms**

**HPCSA**  
classified

Bespoke PQ Builder with  
**46 traits**

**15+ reports**  
available off-the-shelf

**Full Suite**  
Personality, Abilities & SJTs

# CLEVRY ASSESSMENT SUITE

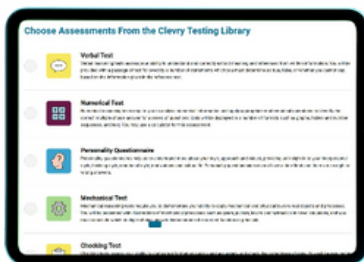
## OVERVIEW

### PERSONALITY QUESTIONNAIRES

- ✓ Library of 46 personality scales
- ✓ Bespoke PQ builder
- ✓ Off-the-shelf, role and industry-specific options
- ✓ Up-to-date International & South African norms



The Clevry Personality Questionnaire is unlike anything else on the market. We don't subscribe to a one-size-fits-all approach to personality - so instead, you are equipped with unparalleled flexibility to pick and choose the elements you want to measure.



### ABILITY ASSESSMENTS

- ✓ Verbal, Numerical, Abstract & Mechanical Reasoning & Checking Tests
- ✓ Up-to-date International & South African norms
- ✓ Item bank design & verification safeguards

The Clevry Ability tests are rigorous, timed tools that measure potential, not knowledge. These assessments tap into five core domains, available at three calibrated levels of difficulty, with a focus on power-based, objective measurement. Choose between a range of norm groups and difficulty levels and set your own score ranges.

### SITUATIONAL JUDGEMENT TESTS

- ✓ Multiple off-the-shelf options: Graduate, Managerial, Leadership, Contact Centre, Retail, and Recruitment roles
- ✓ Multiple formats, including MessageMe SJTs



Clevry delivers off-the-shelf SJTs, with options for customisation that present realistic workplace scenarios, asking candidates to choose most/least effective responses. They are engaging, high face-validity tools that offer sifting scores, interviewer guidance, and development advice.



# PERSONALITY QUESTIONNAIRES

Designed to provide powerful insights into the strengths, styles and motivations of people at work. Extensively validated over 30 years of development and used by major employers across the world. The offering includes two comprehensive off-the-shelf questionnaires, role specific questionnaires for different industries, and the unique option to create your own bespoke personality questionnaire.

## BUILT ON 46 PERSONALITY SCALES GROUPED ACROSS FIVE KEY DOMAINS:

- Interpersonal Style** ..... How a person works with and around others
- Thinking Style** ..... How a person approaches tasks, decisions, and challenges
- Emotional Style** ..... How a person responds to the role's emotional demands
- Motivations** ..... What energises and drives the person
- Culture Fit** ..... The types of environments in which the person thrives

## OFF-THE-SHELF PERSONALITY QUESTIONNAIRES

Clevry offers a full library of ready-to-use PQs designed for speed, reliability, and role relevance:

- **Core:** For a generalist covering of the five major domains.
- **Enhanced:** Expanded version for deeper insight into specific work behaviours and preferences.
- **Role-Specific:** Focused on core competencies for roles such as project managers or call centre agents.
- **Industry or Context-Specific:** Designed for contexts where pressures and work environments demand unique behavioural styles, such as education, engineering or remote-working.

## BESPOKE PERSONALITY QUESTIONNAIRES

When greater alignment is needed and you need the power to assess what matters, Clevry enables clients to design their own PQs in the platform's Personality Questionnaire Builder:



- Select from any of the 46 scales to reflect organisational values, culture, and competency frameworks.
- Organise the scales under your own headings to achieve precision alignment with company strategy and values, while maintaining scientific rigour.
- Create ideal role profiles and define "what good looks like" by setting target ranges on each personality scale.



# ABILITY ASSESSMENTS

The Clevry 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.



## Five core domains



## Available at three calibrated levels

- ✓ Verbal Reasoning
- ✓ Numerical Reasoning
- ✓ Abstract Reasoning
- ✓ Mechanical Reasoning
- ✓ Checking

From Essential to Expert with levels suitable for entry level and blue-collar roles through to graduates, professionals, managers, and senior leadership.

## KEY ABILITY SUITE FEATURES

### Candidate experience focus

- Design based on the **measurement of power**, rather than speed so as not to unfairly disadvantage candidates with certain processing styles, neurodivergence, or anxiety.
- Clear instructions and intuitive layout to reduce cognitive overload
- An interface that is mobile-friendly and accessible across devices without compromising test fidelity.
- Practice items that are built into the experience so that test-takers can check their understanding of the instructions, and feel confident and prepared.
- Accessibility options including resizable fonts that are compatible with screen readers and refreshable Braille devices, changeable contrast settings for the screen and background colour, and adjustable test timers for when there is a need for increased time limits.

### Validity safeguards through item banks with item randomisation

- Randomised questions for each test-taker, reducing the risk of cheating or content sharing.
- Option to conduct verification testing using short forms of the assessment to confirm score integrity.

### International and South African versions with local, up-to-date norms to ensure validity and fairness

- South African versions with language and terminology appropriate for local test-takers.
- Choices between international and South African-specific norm groups to ensure that scoring reflects and is fair for the talent pool.



# SITUATIONAL JUDGEMENT TESTS

SJTs are an elegant way to find out exactly how individuals will behave in their role by presenting them with hypothetical workplace scenarios to assess their decision-making style and approach. SJTs are valuable tools for efficiently predicting future job performance, whilst simultaneously promoting engagement through high face validity and providing candidates with a realistic job preview.

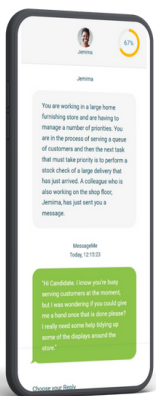
## KEY FEATURES & DETAILS

- ✓ Off-the shelf options designed with relevant competencies mapped to real-world situations
- ✓ Options for bespoke design & SJT hosting
- ✓ Multilingual availability
- ✓ Cost and time efficient to assess critical competencies in only 15-30 minutes



## OFF-THE-SHELF OPTIONS IN MULTIPLE FORMATS

### MessageMe: Instant messaging assessments



Designed to reflect modern style messaging services to assess your candidates in the format they're most comfortable with, and to create a more realistic job preview and engaging process. Off-the-shelf options include:

- ✓ Sales MessageMe
- ✓ Recruiter MessageMe
- ✓ Retail MessageMe

### Situational Judgement Tests

Designed to assess the nuances of judgement, these SJTs ask candidates to choose the responses they deem most appropriate by choosing the most and least effect solution to the situation at hand. Off-the-shelf options include:

- ✓ Graduate/Managerial SJT
- ✓ Leadership SJT
- ✓ Contact Centre SJT



# CLEVRY REPORT OFFERING

## OVERVIEW

### TURNING DATA INTO ACTIONABLE INSIGHTS.

Assessment data only matters and adds value if it drives action.

Clevry transforms assessment results into a wide range of clear, tailored reports for different stakeholders - including the individual test-taker, psychology professionals, HR and recruitment, and line/hiring managers - across the talent journey. Designed to equip you with multiple reports from a single assessment or campaign, both at the individual and group level.

- ✓ **Candidate & Individual Feedback Reports**, with options for automated reports to be included in the assessment journey
- ✓ **Hiring Team Reports**, to showcase Job Fit, guide interviews, and support onboarding
- ✓ **Team & Group Reports**, to identify strengths and dynamics for team fit and development, and succession planning
- ✓ **Sales Reports**, to highlight how areas of personality contribute to effective sales at each stage of the sales cycle
- ✓ **Leadership Reports**, to dive deep into the domains of leadership at the individual and group level
- ✓ **Full assessment data access** for next-level analytics and trend analysis



# CLEVRY ASSESSMENT DATA ACROSS THE TALENT JOURNEY



Assessment Dashboard

## Recruitment & Selection

Screen based on benchmarks, shortlist by Job Fit, and dynamically search for key criteria



Selection Report

## Onboarding

Leverage pre-hiring insights to fast-track and personalise onboarding success and manager effectiveness



Onboarding Report

## Leadership

Dedicated leadership reports and assessments for team and individual insights to explore styles, strengths, and development needs

## Performance & Development

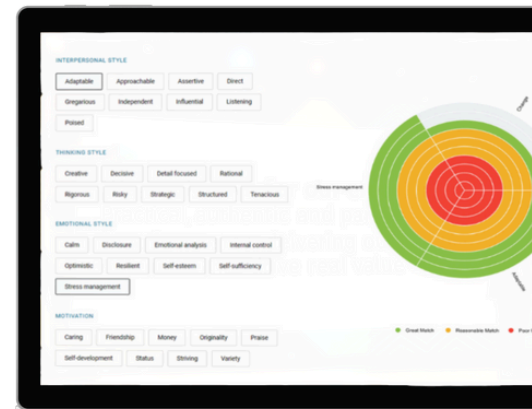
Identify, track, and key success factors at the organisational, team, and individual levels using the dedicated performance module, group reports, and personal development reports

## Succession & Talent Mobility

Identify, guide, and develop potential by leveraging the group reports to highlight alignment, gaps, and dynamics. Match needs in real-time with dynamic profile search tools and direct data access.



Leadership Report



# clevry

Official Africa  
Partner Distributor:



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**BOOK A DEMO**