



Introducing Psycruit

Psychometric Assessment for a Modern Workforce

Contact Us

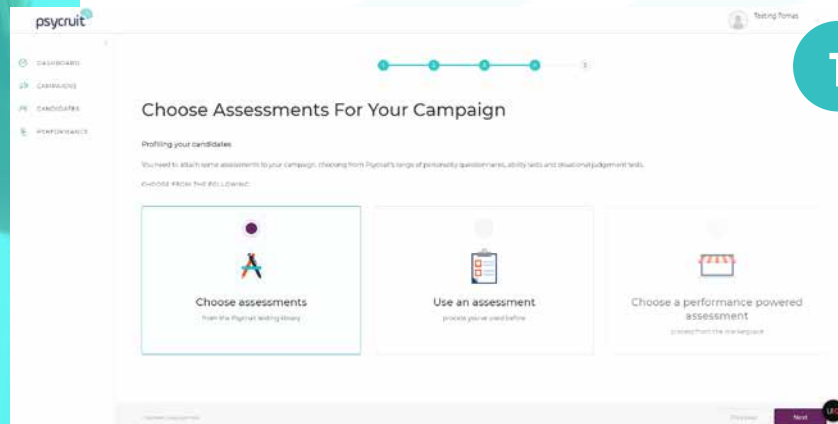
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Combining Psychometrics With Real Performance

1

Assess, Match & Sift

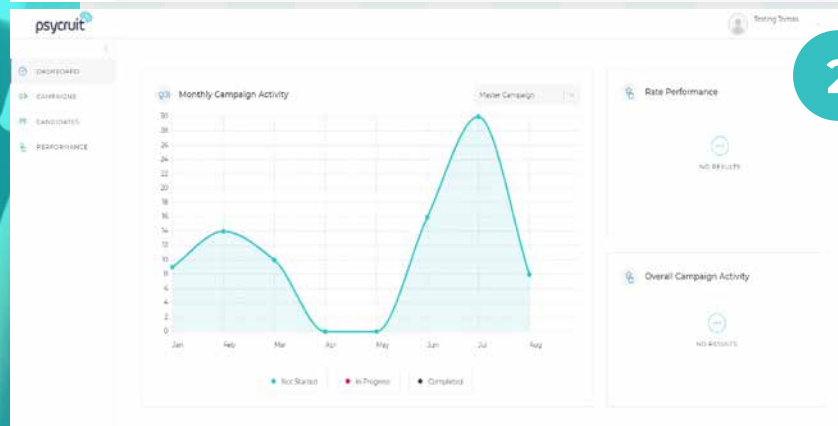
Build your own performance profiles and compare your candidates to the best in class



2

Interview And Hire

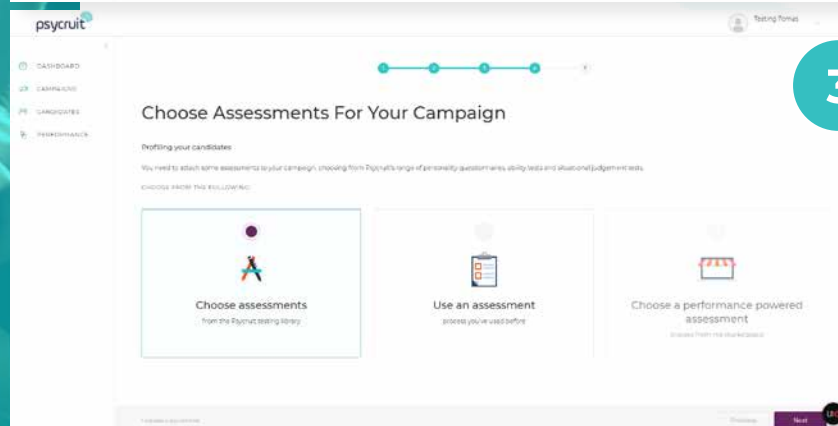
Interview better and make more informed decisions



3

Rate Performance & Improve Algorithm

We keep on improving your assessment based on real feedback on people's performance in the job



5 Things That Make Psycruit Unique

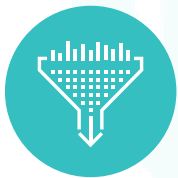


Personal Approach Based On Your Needs

- Designed to grow with you and your business
- We train you, we support you, we look after your success

Sophisticated Platform That Puts You In Charge

- You measure what's relevant for you
- Build your own norm groups



Data Centric Approach And Improving Algorithms

- Assessing and rating your existing performers
- Matching ALL candidates against your top performers
- Rating all candidates and improving the assessment continuously

Putting Candidates First

- Mobile first approach
- Relevant and educational assessments
- Automated high quality feedback

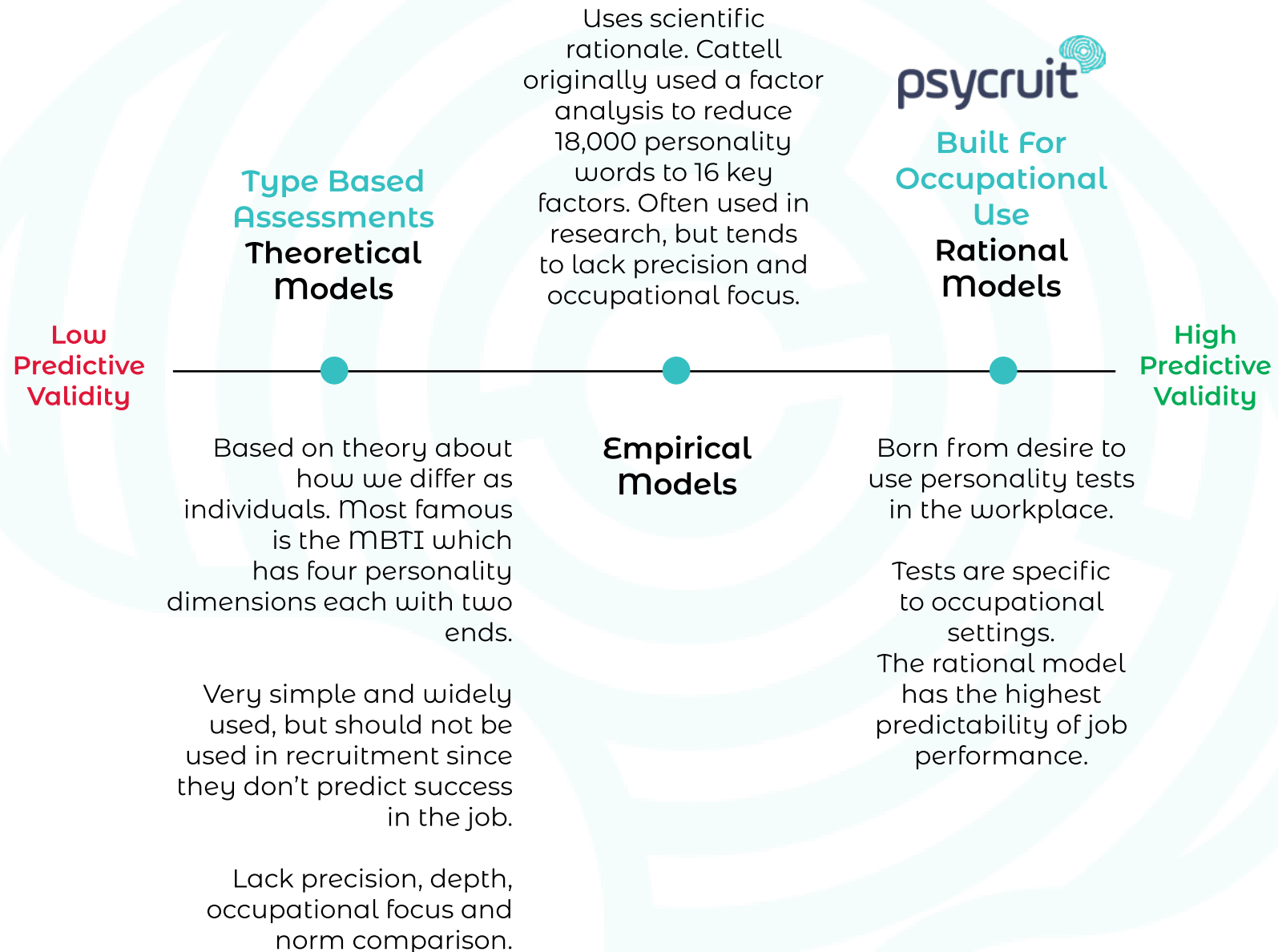


Hiring & Talent Management

- You can leverage assessments from hiring to talent development and get most out of your people



Why All Assessments Are Not Equal?



Candidate is King Philosophy



Candidate Friendly

Designed to be engaging, intuitive and friendly.



Power not Speed

Time limits are generous to reduce candidate anxiety and taps into max performance



Speedy

Item length function halves the time need for candidates to complete



Responsive Platform

Candidates can complete tests on mobile, desktop or tablet



Automatic Feedback

Tell Psycruit to send out the feedback report automatically

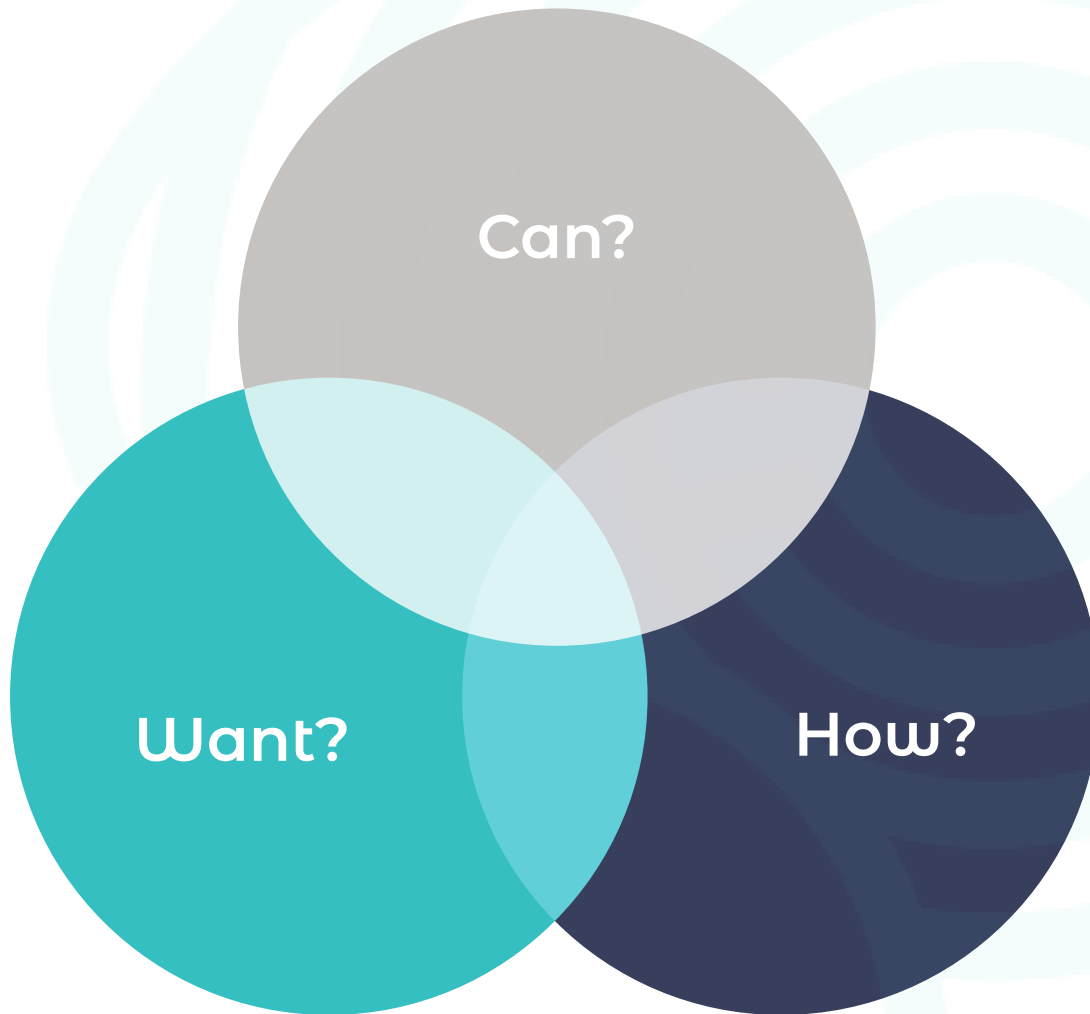


Flexible

Adjustments for candidates with visual impairments or other requirements



When Hiring, It's About Understanding If The Candidate...



Can?

Does the candidate have the abilities essential for doing the job?

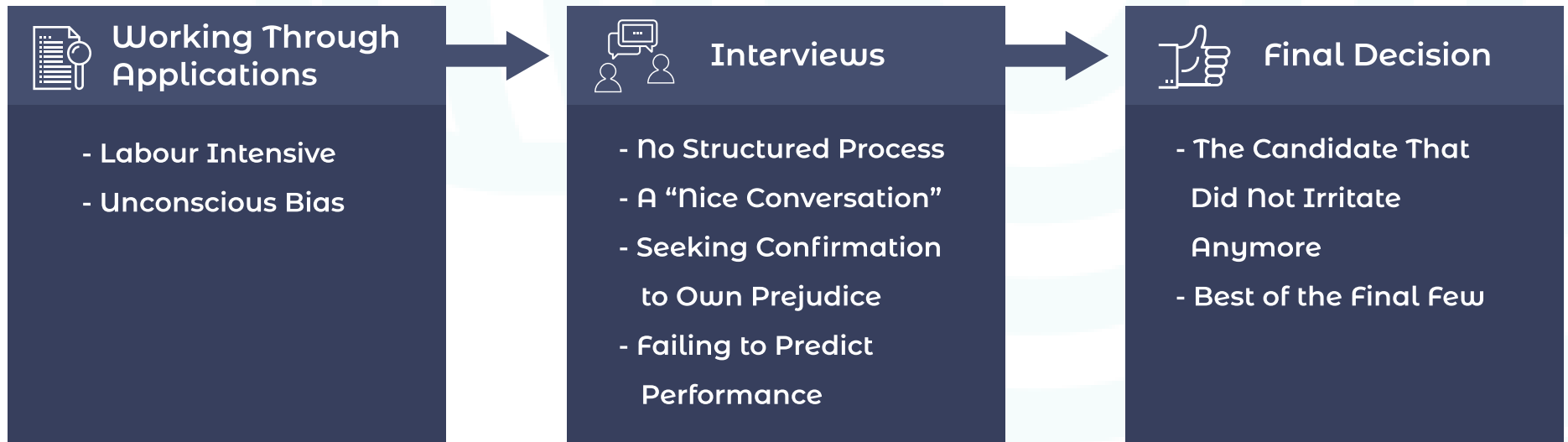
Want?

Do the candidate's values match the role?
Will they be engaged and motivated?

How?

What will their style and approach be in the role? Does it meet the role needs?

Traditional Recruitment Process



Recruitment Process 2.0



We Measure Personality, Ability And Behavior In The Role

Your Candidates Can Be Assessed Using All These Methods In Just 30 Minutes

Exploring individual's tendencies and preferences within the workplace.

Personality Questionnaires



Standardised methods (numerical, verbal and abstract reasoning) of assessing an individual's performance in different work related tasks or situations.

Ability Tests

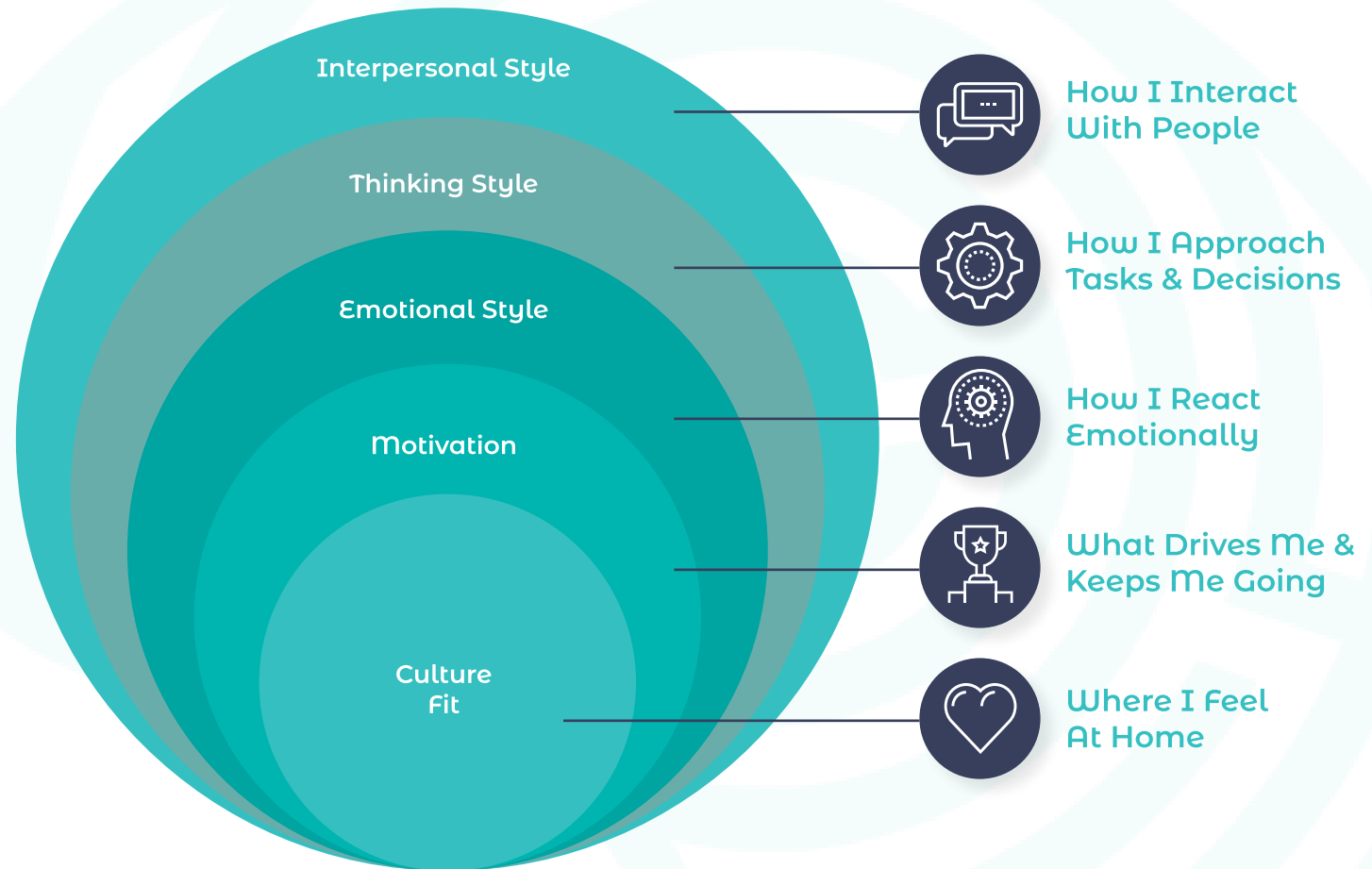


Realistic, hypothetical work scenarios that ask the individual to identify the best course of action that they believe is most effective.

Situational Judgements



Digging Deep Into Personality with Psycruit Personality Questionnaires



1

Library of Scales

The scales fall under 5 different elements

2

Short or Long

All scales have a 6 or 12 item format option

3

Normative

Candidates' data is compared to a 'norm group' of peers

Our Questionnaires

We have two off-the-shelf questionnaires:
Criterion Core and Enhanced



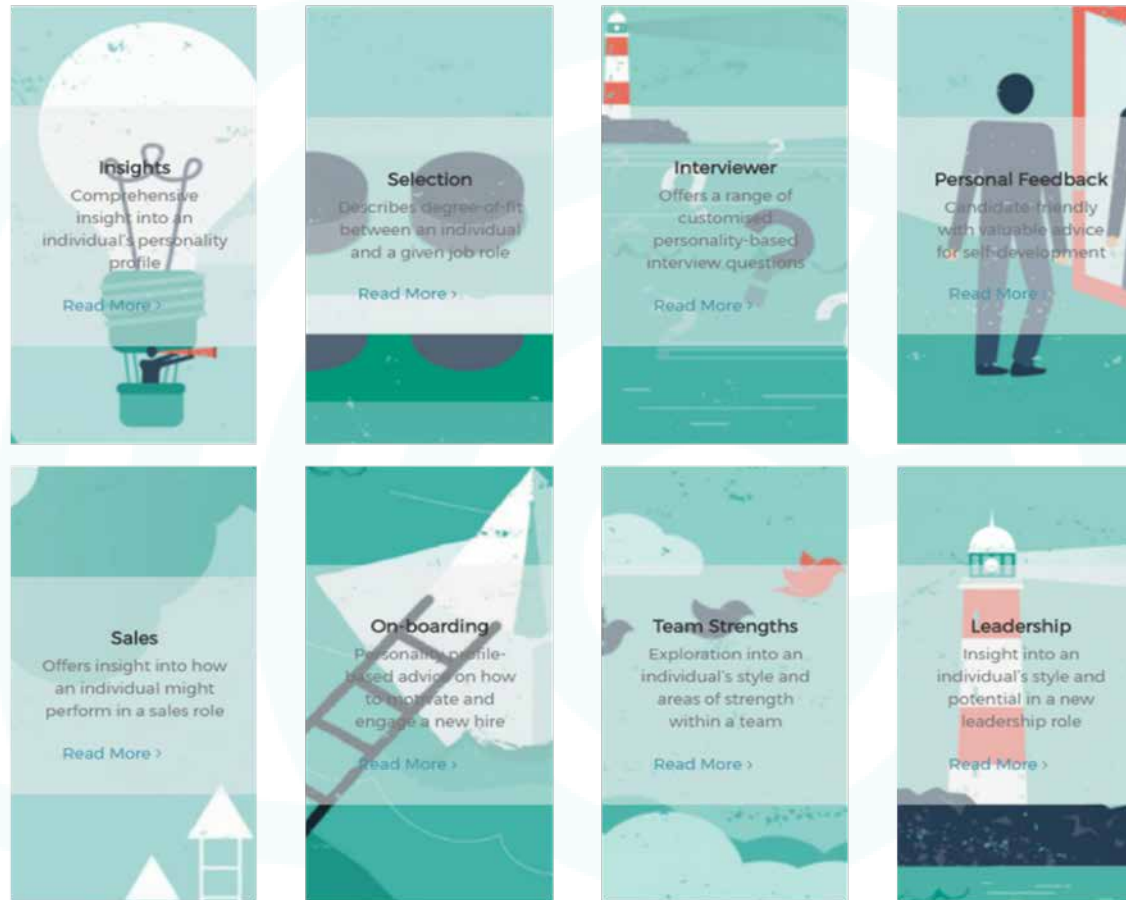
Enhanced Questionnaire

Poised
Rigorous
Calm

Internal Control
Self Development
Caring

Adaptable
Profit
Ethics

Our Classic Reports



Our classic reports allow you to examine a candidate's personality in detail.

Like peeling an onion, you are able to zoom in layer by layer all the way down to motivation, values and culture fit, areas of personality that are hard to assess accurately by more traditional methods, but that make a big difference in how the candidate performs in the role.

The different reports cover your needs throughout the employment life cycle from sifting and interviewing to on-boarding and development. All reports have been built for a specific audience and for a certain purpose.

Different Ability Tests – Measuring Your Firepower



1

Numerical Reasoning

Assesses Numerical Comprehension & Reasoning

2

Verbal Reasoning

Measures Critical Reasoning Skills, Not Just Simple Comprehension

3

Abstract Reasoning

Measures General Intellect & Ability To Work With New Concepts & Ideas

4

Mechanical

Understanding & Applying Basic Principles Of Physics & Mechanical Devices In Blue-Collar Roles

5

Checking

Assesses Aptitude For Attending To Detail & Spotting Errors In Written Information Both Quickly & Accurately

Ability Tests

Our range of ability tests come in three different levels.



Expert (Utopia)

Highest level assessment. Graduates, professional, specialists.

Verbal, Numerical, Abstract critical-reasoning tests



Enhanced (B2C)

Our most widely used assessments. Entry and mid-level roles. Customer service, administration.

Verbal, Numerical, Abstract reasoning tests, Checking



Essential (CWS)

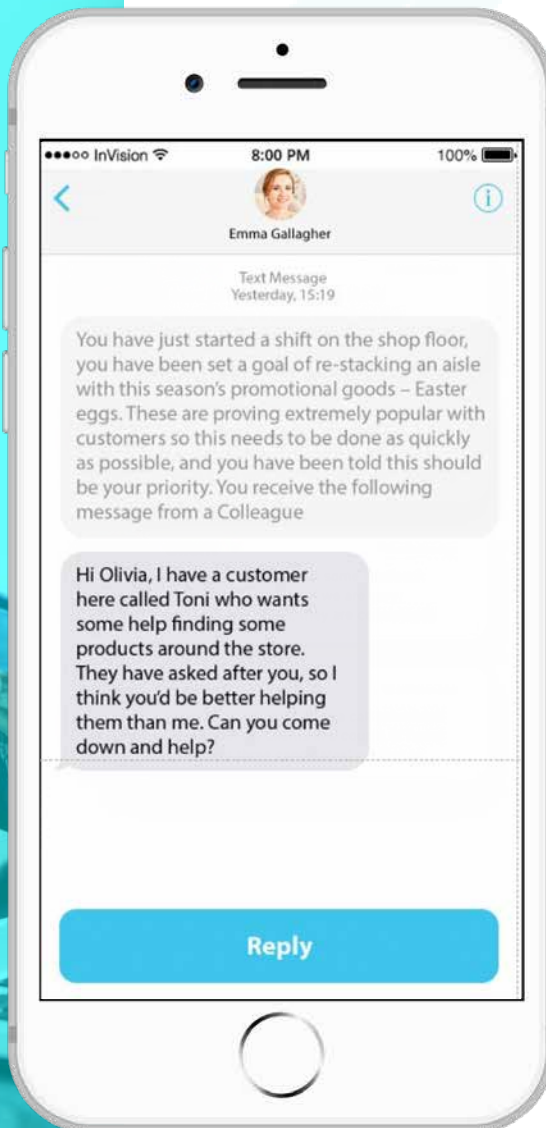
Basic comprehension assessments. Blue-collar, manual, industry roles.

Verbal, Numerical, Mechanical Reasoning



Situational Judgement Tests

Now available in traditional or MessageMe format



Scenarios



Real workplace scenarios mean great predictivity of job performance

Bespoking



The best SJTs are those that have been designed specifically for the client

Off-the-Shelf



The two currently available are a Leadership SJT and a Graduate SJT. More on the way (recruiter!!)

MessageMe



Incredibly engaging and intuitive. Creates a story based on the candidates responses.



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