



## **SERVICE OFFERINGS**

### **IRODO CONSULTING**

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## ASSESSMENT TOOLS:

ASSESSMENT TOOL	DESCRIPTION	BENEFITS	TIME AND MEDIUM	PRICING
Cognitive Process Profile (CPP)	The CPP is a cognitive tool that identifies how a person problem solves when faced with unfamiliar situations. It also provides current and potential levels of work, as well as learning potential.	The CPP game is intellectually challenging and fun. The person plays a game where he has to interpret pictures to form a story. Through this their problem solving styles, levels of work and learning potential are identified.	The CPP is a supervised computer-based assessment that is not timed. On average it takes approximately 2 hours to complete.	R1 750.00 per person
Myers-Briggs Type Indicator (MBTI) – Step I and Step II	The MBTI provides feedback on the individual's preferences, including their focus for energy, what they pay attention to, how they decide and the type of lifestyle they adapt to.	Each person is given an acronym (i.e. ENTP) which describes that person's personality preferences.	30 minute online assessment	R1 250.00 per person
Belbin Team Roles	Belbin developed the instrument based on theories of teamwork. The theory states that we have natural different roles that we play in teams. Should these differences be better understood and appreciated, working relationships can be improved. Eight team roles are explored and described.	Belbin results are utilized to assist in working relationships in team settings. A comprehensive report on implications of most preferred and least preferred team role is generated.	30 minute online assessment	R1 250.00 per person
BarOn EQ-i	The BarOn EQ-i measures a person's emotional intelligence on 5 different scales, i.e.	The person's emotional intelligence is measured on 5 levels. This gives an	30 minute online assessment	R1 250.00 per person

	intrapersonal, interpersonal, stress tolerance, adaptability and general mood.	indication of how the person will handle themselves in the work environment.		
Hogan	<p>The Hogan consists of the Hogan Personality Inventory (HPI), Hogan Developmental Survey (HDS) and the Motives, Values and Preferences Inventory (MVPI). The Hogan assessments predict job performance by assessing normal personality, derailment characteristics, core values, and cognitive reasoning ability. The assessments are grounded in decades of research and evaluate every major job family from bank teller to CEO. The portfolio of employee selection, development, and leadership tools allow companies to better manage their human resource capital and retain top talent. Hogan offers a full line of talent assessment solutions to maximize employee and leadership potential.</p>	<p><b>HPI:</b> The HPI is an exceptional assessment for measuring normal personality in the workplace. It was the first inventory of normal personality based on the Five-Factor Model as was developed specifically for the business community. The HPI is most commonly used for predicting employee job performance and for helping companies reduce turnover, absenteeism, shrinkage, and poor customer service. The HPI contains 7 primary scales namely: Adjustment, Ambition, Sociability, Interpersonal Sensitivity, Prudence, Inquisitive, and Learning Approach.</p> <p><b>HDS:</b> The HDS is a business-related inventory that evaluates 11 behavioural tendencies that impede</p>	60 minute online assessment	R2 200.00 per person

		<p>success. The 11 scales are interpreted in terms of risk – higher scores indicate greater potential for problems on the job. The following are the 11 scales: Excitable, Diligent, Bold, Reserved, Sceptical, Colourful, Mischievous, Cautious, Leisurely, Imaginative, and Dutiful.</p> <p><b>MVPI:</b> Great companies often point to their culture as the reason for their success. The MVPI assesses the core values of individuals, which in turn define the culture of the organisation. The inventory contains the following 10 scales: Recognition, Power, Hedonism, Altruistic, Affiliation, Tradition, Security, Commerce, Aesthetics, and Science.</p>		
Occupational Personality Questionnaire (OPQ)	The OPQ provides a profile of the candidate's perception of their behaviour at work.	By understanding an individual's style, information on how they will fit into certain work environments and teams,	45 minute online assessment	Ranges between R100.00 to R2 000.00, depending on type of report.

		and how they will cope with different job requirements can be gained. The OPQ can be used for selection, career counselling, training needs analysis and individual management development, succession planning, team building and organisational change.		
Critical Reasoning Test Battery	The CRTB consists of three separate assessments, including, Verbal Reasoning, Numerical Reasoning and Diagrammatic Reasoning.	<p><b>Verbal reasoning:</b></p> <ul style="list-style-type: none"> <li>• Analysis and interpretation of written and oral information;</li> <li>• Preparation of written documents;</li> <li>• Preparing and delivering presentations.</li> </ul> <p><b>Numerical reasoning:</b></p> <ul style="list-style-type: none"> <li>• Analysis and interpretation of numerical data;</li> <li>• Budgets;</li> <li>• Costs;</li> <li>• Margins;</li> <li>• Trends;</li> <li>• Statistical analyses.</li> </ul> <p><b>Diagrammatic reasoning:</b></p> <ul style="list-style-type: none"> <li>• New concepts;</li> </ul>	<p>Verbal reasoning – 30 minutes online assessment</p> <p>Numerical reasoning – 30 minutes online assessment</p> <p>Diagrammatic reasoning – 30 minutes online assessment</p>	R600.00

		<ul style="list-style-type: none"> <li>• New approaches;</li> <li>• Answering the questions why and how;</li> <li>• Messy, fuzzy and new problems.</li> </ul>		
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### **JOB PROFILING:**

<b>JOB PROFILING TOOL</b>	<b>DESCRIPTION</b>	<b>BENEFITS</b>	<b>TIME AND MEDIUM</b>	<b>PRICING</b>
Work Profiling System (WPS)	The WPS is a comprehensive job profiling system that identifies and explores all areas of the job, i.e. job information, work profile/requirements, competency profile, person specification profile, work context and environment, and background requirements.	The job profile is comprehensive and detailed. Input is gathered from all SMEs. The profile can be matched to the person's personality and ability assessments (see below).	An 8 hour session, with SMEs and a facilitator, is needed to compile a profile.	R12 500.00 for a one day (8 hour) session.
Person-Job-Match Report	The PJM matches the person's personality (OPQ) and ability (Verbal and Numerical Reasoning) to the job profile (WPS).	This is a comprehensive matching tool to see exactly where a person's strengths and developmental areas are with regards to the job.	Assessments already completed.	Ranges between R500.00 to R1 500.00, depending on type of report.

**COACHING:**

<b>TYPES OF COACHING</b>	<b>DESCRIPTION</b>	<b>BENEFITS</b>	<b>TIME</b>	<b>PRICING</b>
Life coaching				R1 500.00 per hour session
Executive coaching				R1 500.00 per hour session