



The better you know the individuals within your organisation – the easier it is to improve organisational performance.

Once you know your individuals and their motivations, capabilities, personalities, aptitudes and mental models you are then fully equipped to give your people the practical, emotional and intellectual support and tools they need to excel. **Whether we're assessing one person or a large group, our suite of internationally validated and accredited assessment tools gives us invaluable insights.** These insights underpin all of our programs, from wellbeing and safety self-awareness programs, to graduate and young talent development and leadership development programs, giving us what we call a head-heart-feet understanding of how a person thinks, feels, acts and behaves.

Head = Cognition



- The **Prospect Screener** is a screening tool that measures basic verbal ability, numerical ability, detail-orientation and work styles of candidates for further assessment, selection, or consideration.

- The **LPCat** (Learning Potential Computerised Adaptive Test) measures the current and future potential cognitive performance levels of the individual based on non-verbal figural reasoning.
- The **Swift Batteries** measures the ability to reason with information presented in verbal, numerical and diagrammatic formats.
- The **CPP** (Cognitive Process Profile) is an advanced computerised assessment technique which externalises and tracks thinking processes to indicate a person's cognitive preferences and capabilities.
- **IRIS** (Initial Recruitment Interview Schedule) measures levels of work within the operational domain of an organisation.
- **CPA/MCPA** (Modified Career Path Appreciation) is a way to identify the level of work complexity or judgement that candidates are comfortable handling, both now and in the future.
- The **HBRI** (Hogan Business Reasoning Inventory) evaluates peoples' ability to solve different business related problems, and these solutions then drive decision making. It is important to note that factors other than problem solving ability influence decision making.

Heart = Emotions & Motivations



- **Bar-On EQi** (Emotional Quotient Inventory) measures an individual's ability to deal with daily environmental demands and pressures, thus focussing on the individual's social and emotional strengths and weaknesses.
- **Giotto** is a work based psychometric questionnaire designed to assess integrity.
- **Hogan MVPI** (Motives, Values and Preferences) is a personality inventory that reveals a person's core values, goals and interests.

Hands = Learning Agility



- The **TALENTx7 Assessment™** of Learning Agility measures seven specific areas of talent. These areas of talent relate to a concept referred to as "learning agility". Learning agility is the ability and willingness to learn quickly, and then apply those lessons to perform well in new and challenging leadership situations.

Feet = Personality & Behaviour



- **Prospect Screener** is a screening tool that measures basic verbal ability, numerical ability, detail-orientation and work styles of candidates for further assessment, selection, or consideration.
- **Wave Personality Professional Styles** is a workplace personality assessment that identifies potential, performance, promotability and proficiency. The Wave Focus Styles is a condensed version of the Wave Professional Styles designed specifically for entry level and operational roles.
- The **Hogan Development Survey** (HDS) evaluates 11 forms of interpersonal behaviour that can cause problems at work and in life. Behaviours associated with elevated HDS scores can be strengths, but when overused can derail relationships and careers. Individuals who understand their performance limitations have more successful careers.
- The **Hogan Personality Inventory** (HPI) is designed to assess personal qualities that promote success in work, in relationships, in education and training, and in life.
- **MBTI Step I & II** (Myers-Briggs Type Indicator) is an Instrument for understanding normal personality differences. It was developed to make Jung's theory of psychological type understandable and useful in everyday life.
- **Belbin Team Roles** measures behavioural characteristics which individuals display when working in teams.
- **Clifton Strengthsfinder®** (CSF) is an online measure of personal talent that identifies areas where an individual's greatest potential for building strengths exists

Overall = Wellbeing



- The **Kaya Wellbeing Indicator** is an assessment tool designed to measure seven key drivers of wellbeing that contribute to optimal wellbeing; including Mindful Awareness, Noble Purpose, Optimal Performance, Positive Emotions, Quality Relationships, Regular Absorption, and Sustained Vitality. The Wellbeing Indicator evaluates the role of these seven drivers in an individual's personal and professional life.

A recent survey found
learning agility
was the most used criterion to
measure leadership potential,



with
62%
of the respondents citing it



(De Meuse, 2017)

Scientific evidence reveals that
learning agility
is highly related to both

leader performance
($\bar{r} = 0.47$)

& leader potential
($\bar{r} = 0.48$)

(De Meuse, 2017)



A poll of senior human resource executives
estimated

the cost of derailment
to be between \$750,000 and \$1,500,000 per
senior manager
(DeVries & Kaiser, 2003)

**Cognitive ability does not
appear to be linked to academic
success at university,**

once students have met the entrance
requirements. Personality and emotional
intelligence factors may provide some
buffering for students when faced with
academic and situational hardships.

(<https://jvrafricagroup.co.za/university-success-infographic>)



Emotional intelligence

as observed by peers
significantly predicted
engineer effectiveness
($\Delta R^2=0.313$), while general
mental ability (g) and
personality did not

(Boyatzis, Rochford & Cavanagh, 2017)

Emotional intelligence boosts subjective wellbeing



Results demonstrated that greater
trait EI (Emotional Intelligence)
was significantly associated with
higher levels of savouring and
lower levels of dampening, which,
in turn, predicted higher levels of
life satisfaction and subjective
wellbeing

(Szczygiel & Mikolajczak, 2017)

Personality & Work Engagement

Our study findings suggest that extraverted*,
agreeable* and particularly conscientious*
supervisors are more likely to be engaged with their
teacher work, and their high levels of teacher work
engagement ultimately made them better teachers
in the eyes of residents

(Scheepers, Arah, Heineman & Lombarts, 2016)

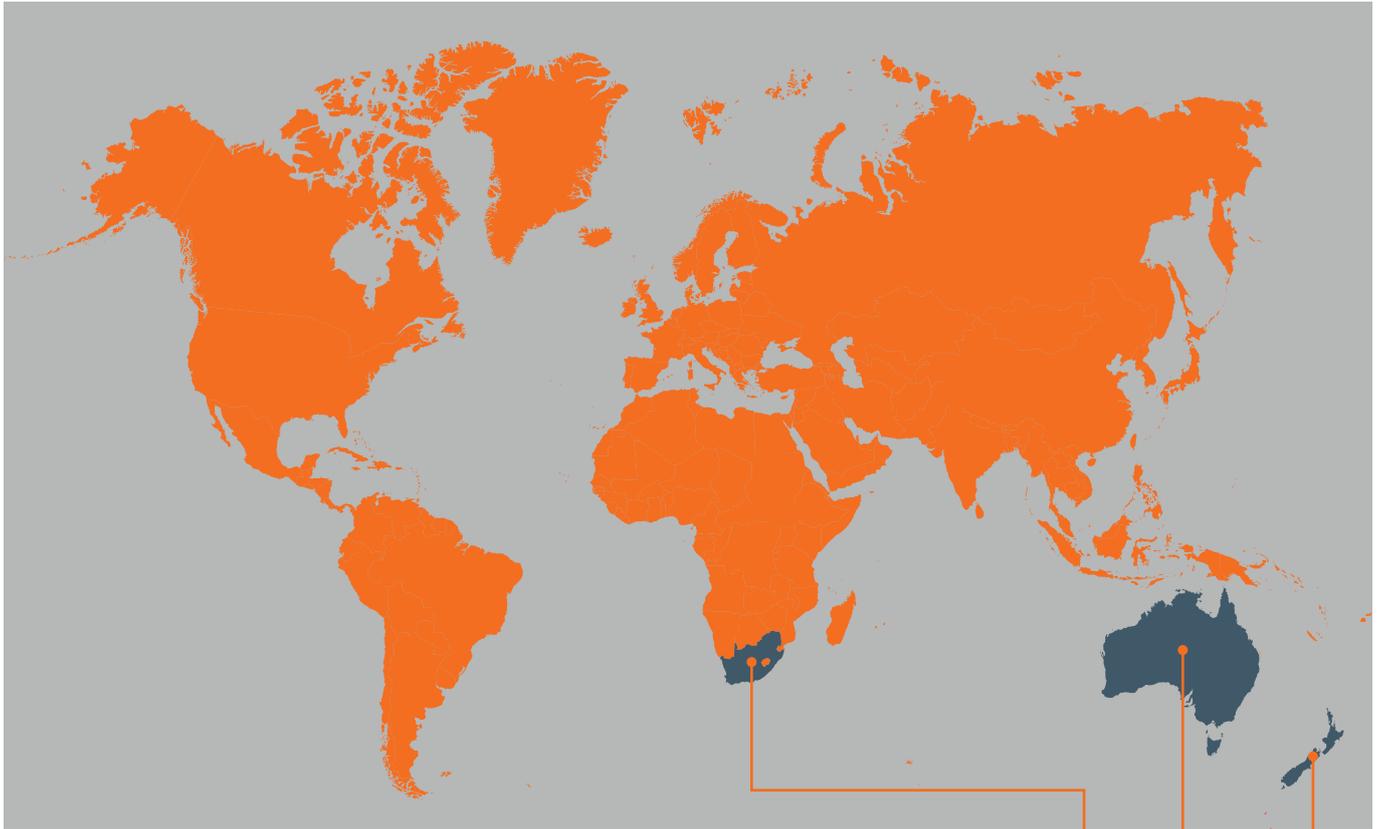
*Personality traits



Who We Are



About Kaya



Established in South Africa in 2000 Kaya has developed into an international boutique, consulting firm with offices in

South Africa
Australia
New Zealand

undertaking projects, current & past, that span across the African continent & Australasia.

We have a superb understanding of human nature in the workplace. Unlike many other consulting firms, our core team is comprised of organisational psychologists ensuring we have a depth of capability rooted in the science of organisational psychology. Given the workplace environment is so complex and ever-transforming this is critical. Our clients need us to leverage people's capability so that they can maximise organisational value.

We are geared for mid-sized to large global organisations across various industries and our previous significant experience in mining, oil and gas, industrial and professional services firms is evidenced in our client list.

Phone SA:
+27 (0) 12 443 6468

Phone AU:
+61 1300 262 794

Email:
info@thekayagroup.com

Web:
www.thekayagroup.com