

## e-Assessment

The idea of assessments sometimes intimidates people as they have a fear of what will be discovered about them.

Coach in the Corner focuses on people's preferred styles and method of interacting. The assessment component of Coach in the Corner is very comprehensive and caters for a broad range of assessment batteries and criteria.

People are a business' greatest resource and to know how to use those people most effectively for optimal performance give a company an advantage that cannot be imitated.

### One example and case study of how our e-Assessment improved business performance

- A company employed 65 people, including 6 Middle Managers and a General Manager; their annual turnover was R 27 million.
- Business was good and the staff were performing well, however, management felt there was room for improvement.
- In order to optimize individual's potential, management decided to conduct certain assessments to identify their employees' personality preferences, ideal styles and behaviour traits.

## Read on to see how

### Mentor's e-tools

### succeeded to:

- improve
- grow and
- rejuvenate  
this business

Use one or more  
of our e-tools to:  
increase,  
rejuvenate  
and grow  
your business

## Step 1 Who?

One of the business advantages of any business are the empowered people who work for the benefit of the business and strive to add value to the business. The company took the view that if they expect their employees to care for the business, they need to show the employees that they care about them, their positive mental health and their levels of job satisfaction. With this in mind, every employee participated in a personal assessment.

## Step 2 What?

The assessments were structured by department. All the people in each department went through the same battery of assessments. This ensured that the assessments were tailored to the specific requirements of the department, and were still generic enough to remain objective and allow for cross-analysis of skills, behaviours and personality type comparisons. The fact that every employee participated in the assessment process, engendered an atmosphere of excitement and curiosity. Many of the employees were unaware of their personality profiles and had no idea about their preferred working styles.

## Step 3 How?

- Each employee was communicated with regarding the intention of including them in the assessment process.
- Every person received an e-mail notification of their pending assessment.
- The assessment batteries ranged in length, intensity and format. Some were open ended questions, others were multiple choice, some people were presented with scenarios, and some questionnaires forced a Likert scale answer.
- The purpose and objective of conducting the assessments determined the most appropriate questionnaire style. The entire assessment process was completed within a 2 week period, the results were correlated, analysed and feedback on an individual basis to each participant.



## Results

1. 64/65 Employees participated in the assessment process.
2. The project was approached and executed in a positive and uplifting manner.
3. All 64 participants verified their results, many stating that they never realized elements of themselves until they saw their results.
4. 7 people were recommended for job task analysis, so their existing job functions were altered to better suit their profiles.
5. 2 people were transferred into the sales department and they showed themselves to have selling skills potential.
6. 5 people were entered into a succession planning program to bridge their leadership and management skills
7. 43 participants stated that through understanding themselves better, they were more equipped to improve their own work performance by working according to their preferred styles.
8. The morale of the organization was improved, and almost 50% of the employees felt a desire to repay the company by contributing more in their work for the benefit that they had gained through the assessment process.



## What happens now?

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