



Assess . Develop . Achieve

Career Assessment Products



CAREER ASSESSMENTS

ASSESSMENT		PURPOSE		TARGET GROUP		ADMINISTRATION
Aptitude Tests						
Differential Aptitude Tests Forms K, L, R, S (DAT K, L, R, S)		Provides a profile aptitude and potential. To assess aspects such as Abstract reasoning ability, Language ability, Processing speed, Mechanical insight etc.		<ul style="list-style-type: none">DAT R/S: Grades 7-10DAT K/L: Grade 10 to adultsAfr and EngSouth African Norms and Namibia norms for DAT K and L		<ul style="list-style-type: none">Group or IndividualPaper and pen orBureau Scoring orEAS Software
DIFFERENTIAL APTITUDE TESTS – HOW TO CHOOSE THE APPROPRIATE FORM						
Test Name	Language of Test Booklet	Language of the Manuals	Level	Target Group	Norms	Purpose
DAT-L	<ul style="list-style-type: none">English & AfrikaansEnglish only	<div>Afrikaanse Handleiding</div> <div>English Manual</div>	Advanced	<ul style="list-style-type: none">Candidates from good educational opportunities Former Model C schools and Private SchoolsReceived at least 5 years of education in Eng or AfrTertiary studies are considered.Adults who passed the mentioned grades	Grade 10 to 12	<ul style="list-style-type: none">Career GuidanceSelection: Students for tertiary education and /or bursary programmesSelection of people for entry positions, junior management or supervisory level
DAT-K	<ul style="list-style-type: none">English & AfrikaansEnglish only	<div>Afrikaanse Handleiding</div> <div>English Manual</div>	Standard	<ul style="list-style-type: none">General school population DET educational backgroundNot fluent in English or Afrikaans.Adults who passed the mentioned grades	Grade 10 to 12	<ul style="list-style-type: none">Career GuidanceSelection: Entry Level Workforce
DAT-K 2008 edition	<ul style="list-style-type: none">English	English Manual	Standard	<ul style="list-style-type: none">General school population DET educational backgroundNot fluent in English or Afrikaans.Adults who passed the mentioned grades	<ul style="list-style-type: none">Grade 12 SADEC Country(Rural)Grade 12 SADEC Country(Urban)Sales assistants with Grade 12Experienced provincial government workers with Grade 12	<ul style="list-style-type: none">Career GuidanceSelection: Entry level positions (see norms)
DAT-S	<ul style="list-style-type: none">English & Afrikaans	<div>Afrikaanse Handleiding</div> <div>English Manual</div>	Advanced	<ul style="list-style-type: none">Experienced good educational opportunitiesReceived at least 5 years of education in Eng or Afr. To be tested in language of instruction.	Grade 7 to 10	<ul style="list-style-type: none">Career GuidanceSubject ChoiceSelection: Secondary School Bursary Schemes or Academic Programmes
DAT-R	<ul style="list-style-type: none">English & Afrikaans	<div>Afrikaanse Handleiding</div> <div>English Manual</div>	Standard	<ul style="list-style-type: none">General School Population	<ul style="list-style-type: none">Grade 7 to 10Adults who passed the mentioned grades	<ul style="list-style-type: none">Career GuidanceSubject ChoiceSelection: Entry level and adults with schooling up to Grade 10 from challenged educational environmentTrainability



Electronic Assessments			
Electronic Assessment System (EAS 2nd Edition)	Aptitude tests, Interest questionnaires, Personality and Maths Proficiency test on Software. Suitable for Career Guidance and/or Selection. Tests: DATR, S, K & L; SAVII; 19FII; JPQ; CDQ; VS; MPT11.	<ul style="list-style-type: none"> • Grade 7 to adults • Afr and Eng • South African Norms 	• Software administration and scoring
Career Mentor Software	Assists individuals with career guidance and information on career clusters, careers, training institutions, courses at institutions and related entry requirements, bursaries.	<ul style="list-style-type: none"> • Learners, students and adults 	• Software administration and info
Proficiency Test			
Mathematical Proficiency Test (MPT 11)	Assesses Proficiency in Mathematics Grade 11, identify developmental and intervention needs, assists with bursary and selection processes.	<ul style="list-style-type: none"> • Grades 11 and 12 and adults who completed Grade 11 Maths • Bursary and tertiary study applicants • SA norms 	• Paper and pen
Interest Questionnaires			
South African Vocational Interest Inventory (SAVII)	Measure the occupational interests of all South Africans. Questionnaire consists of 126 items, divided into six fields of interest.	<ul style="list-style-type: none"> • Grades 8-12 and adults • Criterion based 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen or • Software administration and scoring: EAS 2nd Edition
Career Development Questionnaire (CDQ)	Evaluates the level of career maturity and readiness of adolescents and young adults to make career decisions.	<ul style="list-style-type: none"> • Adolescents and young adults • Eng and Afr • Criterion based 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen • Software administration and scoring: EAS 2nd Edition
19 Field Interest Inventory (19 FII)	Measures the vocational interests of high school learners in Grades 10-12, students and adults in 19 broad fields of interest.	<ul style="list-style-type: none"> • Grades 10-12, students and adults • Norms for Eng and Afr speaking learners 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen • Software administration and scoring: EAS 2nd Edition
Self-Directed Search Questionnaire (SDS)	Measures the occupational interests structured around Holland's six personality types, namely: Realistic (R); Investigative (I); Artistic (A); Social (S); Enterprising (E) and Conventional (C).	<ul style="list-style-type: none"> • Adolescents and young adults • Eng and Afr 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen
Career Guidance Programmes			
Career Portfolio (General)	Qualitative Career Guidance Workbook. Provides activities for qualitative assessment and to facilitate self and career exploration.	<ul style="list-style-type: none"> • Learners, students and adults • SA product - English 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen
Personality and Values Assessments			
Values Scale (VS)	The Values Scale can be used in individual counselling, group assessment, career development programmes, needs surveys and in research work.	<ul style="list-style-type: none"> • High school learners, students and adults • Criterion and norms based • SA norms 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen or • Software administration and scoring: EAS 2nd Edition
Jung Personality Questionnaire (JPQ)	Based on the personality theory of Jung, constructed to serve as an aid in vocational guidance: Extraversion-Introversion; Thought-Feeling; Sensation-Intuition; and Judgement-Perception	<ul style="list-style-type: none"> • Learners Grade 9-12 and post school level • Criterion Based 	<ul style="list-style-type: none"> • Group or Individual • Paper and pen or • Software administration and • Scoring: EAS 2nd Edition

NEO™ Personality Inventory-3 (NEO™ - PI-3)	Provides a comprehensive assessment of personality, based on the Five-Factor Model (FFM). A concise measure of the five major domains of personality, as well as the six traits or facets that define each domain.	<ul style="list-style-type: none"> • 12-99 years • Adolescents and adults 	<ul style="list-style-type: none"> • Individual or group: 30-40 minutes • Paper and pen • Software Scoring available
Working Styles Assessment (WSA)	Assesses workplace personality traits in adults. Drive, Interpersonal skills, Responsibility Adjustment, Problem solving skills	<ul style="list-style-type: none"> • Individuals: better understanding of personal work preferences • Hiring managers: identify working styles they value and select applicants accordingly 	<ul style="list-style-type: none"> • Self-report; individual or group • Paper and pen • 25 minutes to administer; 10 minutes to score
Adolescent Self-Perception Inventory (ASPI)	Assesses specific executive functions, learning skills, psychological resources and personal strengths necessary for academic achievement and personal well-being.	<ul style="list-style-type: none"> • 12-22 Years 	<ul style="list-style-type: none"> • Group or individual • Paper and pen



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