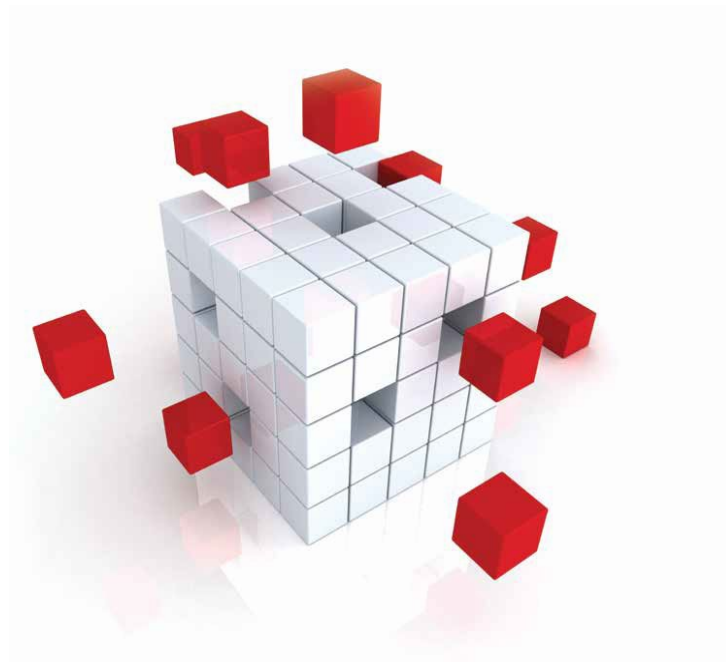


Workplace Assessments



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Mindconnect is a comprehensive online assessment platform.

Mindconnect is an internet-based version of Mindmuzik's pen and paper assessments

No software installation needed

Mindconnect Online Test Platform is available to HPCSA registered practitioners and approved international users:

- psychologists,
- psychometrists,
- registered counsellors and
- registered interns (requires a supervisor authorisation form).

Registration is free for approved local and international practitioners

Benefits of the online assessment platform is instant scoring/results and generated reports

Facility to manual score pen and paper tests

Training is free and request more information from training@mindmuzik.com

Register for free on www.mindconnect.co.za

Registration

Once registered wait for validation e-mail from Mindconnect Admin

HPCSA Reg Numbers to be verified

International users complete the International Client Form and send to sales@mindmuzik.com

Once your account is validated, please log on:

Username: Your e-mail address

Password: The password that you have chosen on registration

Tests available on Mindconnect

Jung Personality Questionnaire (JPQ)

South Africa Vocational Interest Inventory (SAVII)

Values Scale (VS)

Career Development Questionnaire (CDQ)

Differential Aptitude Tests Form S (DAT-S) 18 Units in total

Test 1 Vocabulary

Test 2 Verbal Reasoning

Test 3 Non-Verbal Reasoning

Test 4 Computations

Test 5 Comprehension

Test 6 Comparison

Test 7 Spatial Visualization 3-D

Test 8 Mechanical Insight

Test 9 Memory (Paragraph Learning and Questions)

Differential Aptitude Tests Form L (DAT-L) 20 units in total

Test 1 Vocabulary
Test 2 Verbal Reasoning
Test 3 Non-Verbal Reasoning
Test 4 Computations
Test 5 Comprehension
Test 6 Comparison
Test 7 Price Controlling
Test 8 Spatial Visualization 3-D
Test 9 Mechanical Insight
Test 10 Memory (Paragraph Learning and Questions)

Upcoming tests – still in progress

23 Field Interest Questionnaire (Replacing 19 Field)
Differential Aptitude Test Forms K and R
Mathematical Proficiency Test
DAT-S, DAT-L, DAT-K, DAT-R Afrikaans versions



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SELECTION: COGNITIVE ASSESSMENTS

ASSESSMENT	PURPOSE	TARGET GROUP	ADMINISTRATION
DAT L & K	The Differential Aptitude Tests are a series of differential aptitude tests constructed to assess some facets of intellectual functioning. Included Vocabulary Verbal Reasoning Non-Verbal Reasoning: Figures Computations Reading Comprehension Comparison Price Controlling Spatial Visualisation Mechanical Insight Memory. The kind of information obtained from the DAT can, along with information on interests and previous experience and achievements, facilitate judgements regarding potential success in a course or career.	DAT Form K – Grades 10 to 12 and Adults -Standard Form DAT Form L – Grades 10 to 12 and Adults - Advanced Form Namibian Versions with Namibian norms Suitable for Job entry, Junior Leadership, Apprenticeships, Training	Group or individual Paper and pen Bureau Scoring of large quantities answer sheets Mindconnect
Raven's Progressive Matrices (RPM)	Assessment of non-verbal ability.	Standard Progressive Matrices (SPM) (for use with the general population) Advanced Progressive Matrices (APM) (top 20% of the population)	Individual or group Paper and pen 40 minutes
Raven's: The Advanced Progressive Matrices (APM): Short Form for HR and Organisational Settings	Measure two significant components of general ability Raven's is a leading global non-verbal measure of mental ability, helping to identify individuals with advanced observation and clear-thinking skills who can handle the complexity and ambiguity of the modern workplace.	Suitable for senior management positions and senior professional and technical positions Differentiates between people at the high end of intellectual ability	Administration Individual or Group 40 minutes
Wechsler Abbreviated Scale of Intelligence - Second Edition (WASI-II)	Obtain a reliable brief measure of intelligence. Psychologists and researchers can use this Quick and reliable measure when screening for learning difficulties or intellectual giftedness, or other purposes	6 years to 90 years 11 months	Individual - Four Subtest Form = 30 minutes; Two Subtest Form = 15 minutes

Wechsler Nonverbal Scale of Ability	Assess multiple dimensions of cognitive ability through nonverbal mean—a nonverbal measure of ability for anyone. Specially designed for culturally and linguistically diverse groups. The WNV is ideal for psychologists who need a nonverbal measure of ability for individuals who are not English-language proficient or have other language considerations	4 - 21 years 11 months	Two Subtest Battery: 10 - 20 minutes Four Subtest Battery: 30 - 45 minutes
Wechsler Individual Achievement Test - Third UK Edition (WIAT-III UK)	WIAT-III UK provides a reliable assessment of reading, language and numerical attainment in one test.	4 to 25 years 11 months	Individual - 45 to 90 minutes depending on the age of the examinee
Wechsler Adult Intelligence Scale, Fourth Edition South African Version (WAIS-IV SA)	The WAIS-IVSA is a comprehensive measure of adult intelligence can be used for a variety of psychological purposes from qualification for special services to identification and treatment of psychological disability. Composed of 10 core subtests and five supplemental subtests, with the 10 core subtests comprising the Full-Scale IQ. Four index scores - Verbal Comprehension, Perceptual Reasoning, Working Memory and Processing Speed.	16 year 0 months to 59 years 11 months 60 years 0 months to 80 years: in the research phase South African norms	Individual 60-90 minutes for core tests
High-Level Figure Classification Test (HLFCT)	Assess reasoning ability	Individuals with 10 - 12 years of schooling	30 minutes
Grooved Pegboard	Measures performance speed in fine motor tasks. Examining both sides of the body, inferences may be drawn regarding possible lateral brain damage.	Screening technique in industrial environment Used in several neuropsychological test batteries US norms	Individual
Rookwood Driving Battery (RDB)	A battery of simple neuropsychological tests designed to assess basic cognitive functions essential for safe driving	Adult	Individual - 30 to 40 minutes

SELECTION: PERSONALITY ASSESSMENTS

ASSESSMENT	PURPOSE	TARGET GROUP	ADMINISTRATION
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	Criterion based	Group or individual Paper and pen or Mindconnect
Working Styles Assessment (WSA)	Assesses workplace personality traits - the traits that are related to effective job performance. Measures 18 constructs, grouped in five general categories: Drive, Interpersonal skills, Responsibility, Adjustment, Problem-solving skills.	Individuals: better understanding of personal work preferences Hiring managers: identify work styles they value and select applicants accordingly	Self-report; individual or group Paper and pen 25 minutes to administer; 10 minutes to score
NEO™ Personality Inventory-3 (NEO™ -PI-3)	Obtain a detailed assessment of normal personality in adolescents and adults. The NEO Personality Inventory -3 (NEO™ -PI-3) provides a comprehensive and detailed assessment of adult and adolescent personality based on the Five-Factor Model (FFM) of personality. The NEO PI-3, a revision of the revised NEO Personality Inventory (NEO PI-R™), the standard questionnaire measure of the Five-Factor Model (FFM), provides a systematic assessment of emotional, interpersonal, experiential, attitudinal, and motivational styles-a detailed personality description that can be a valuable resource for a variety of professionals. The NEO PI-R is a concise measure of the five major domains of personality (Neuroticism, Extraversion, Openness to Experience, Agreeableness, Conscientiousness), as well as the six traits or facets that define each domain.	12 to 99 years	Individual or group: 30 - 40 minutes

NEO Software System™ for the NEO™-PI-3, NEO PI-R™, NEO™ and NEO™ PDR™

Administer the NEO-3 Inventories on-screen and generate unlimited Interpretive Reports

12 - 99 years

Individual:
NEO-PI-3: 35 -45 minutes

NEO-PI-R: 30 – 40 minutes

Wagner Enneagram Personality Style Scales (WEPSS)

Offers an engaging way to identify interpersonal dynamics, work preferences, coping styles, values, and learning styles

18 years and up

Self-report: 30 - 40 minutes

Business-Focused Inventory of Personality

The BIP combines an assessment of both work style and motivation and was originally developed in Germany over ten years ago following research into personality at work, with input from HR professionals.

It is particularly applicable for board executives and middle to senior managerial levels.

Form S (Self-rated): Untimed (40 minutes);
Form O (Observer-rated): Untimed (10-15 minutes)

SELECTION: BURSARIES

ASSESSMENT	PURPOSE	TARGET GROUP	ADMINISTRATION
DAT L-Advanced Form	Academic Potential Specific Aptitudes	Grade 12 South African norms NEW Norms for prospective students with a Senior Certificate at a Higher Education Institution.	Group or individual Paper and pen Bureau Scoring of large quantities answer sheets Mindconnect
Mathematical Proficiency Test 2017	The purpose of the MPT 11 is to determine whether a learner who completed the Grade 11 Mathematics curriculum at school has attained such a level of proficiency in Mathematics that he/she may be able to complete the Grade 12 curriculum, and continue with a related course at a tertiary institution, or whether a preparatory course would be needed before enrolment for Grade 12.	Learner/student/candidate who has completed the Mathematics curriculum for Grade 11 and applied for study or bursary selection. Especially where the studies or occupations involve mathematics proficiency.	Individual or Group 90 minutes
Life Stressors and Social Resources Inventory (LISRES-Y)	Monitor ongoing life stressors and social resources in individuals. As a structured interview, the LISRES covers eight major areas of life experience: physical health,	18 and older Identify stressors that could impact on studies	Individual or group 30-60 minutes

	spouse/partner, finances, work, home/ neighbourhood, children, friends/social activities, and extended family.		
Value Scale	Assesses the individual's needs for each of the following: Ability utilisation; Achievement; Advancement; Aesthetics; Altruism; Authority; Autonomy; Creativity; Cultural identity; Economic rewards; Financial security; Own lifestyle; Personal development; Physical activities; Physical prowess; Prestige; Risk; Social interaction; Social relations; Spirituality; Variety and Pleasant working conditions.	Students and adults Criterion and norms based South African norms for Learners and Adults	Group or individual Paper and pen or Mindconnect
Adolescent Self-Perception Inventory (ASPI)	A Self Report measure that assesses specific executive functions, learning skills, psychological resources and personal strengths necessary for academic achievement and personal well-being.	12- 22 years	Individual or group

CAREER AND PERSONAL DEVELOPMENT

ASSESSMENT	PURPOSE	TARGET GROUP	ADMINISTRATION
The Leadership Judgement Indicator 2 (including Standard LJI-2, Global and Sales versions)	Comprising a series of decision-making scenarios, the LJI-2 (including Standard, Sales and Global) requires the respondent to rate the appropriateness of various courses of action in responding to each challenge. The scenarios have been crafted from the principles underlying leadership theory	Leaders at Board level and management; anyone who has leadership responsibility.	Untimed (approximately 35 minutes)
Global LJI	Aimed at high-level leaders in multi-national companies where English is the language of business - and using a globally assessed norm - the G-LJI is comprised of scenarios designed to resonate with corporations worldwide.	The G-LJI benchmarks how accurately a leader can discern the most appropriate ways of engaging with colleagues, as well as the leadership strategies they are likely to employ, compared to a sample of leaders drawn from 38 countries across six	Untimed (approximately 35 minutes)

		<p>continents. Whilst the G-LJI is administered in English, slightly more than half the respondents did not have English as a first language. Some of the major business sectors represented in the norm group are:</p> <ul style="list-style-type: none"> • Computer manufacturing and supply • Energy supply • Engineering 	
Sales LJI	<p>The S-LJI has been designed to assess current and potential sales leaders who are or will be responsible for the motivation, effectiveness and success of sales teams. It allows for the assessment of a sales leader's judgement and preferred styles when dealing with a range of decision-making contexts.</p>	<p>Whilst the majority of the reference group consists of people working in the UK, sales leaders in 38 countries were invited to complete the instrument, including India, South Africa, Turkey, the USA, various countries in Europe, the Middle East and Australasia.</p>	<p>Untimed (approximately 35 minutes)</p>
Decision-making and Self-regulation Assessor	<p>The DASA is the first dedicated measure of an individual's capacity to self-regulate and make sound decisions - often important facets in the process of selection, development and coaching. It assumes that critical psychological processes, including decision-making and impulse control, are habit-based and can be deliberately controlled. Provides tailored feedback and developmental advice on decision-making style and competence, as well as regulatory focus and mental resources.</p>	<p>Adults</p>	<p>5-10 minutes</p>
Achievement Motivation Inventory	<p>Product Description The AMI differentiates between seventeen dimensions or 'achievement orientations':</p>	<p>Graduate to Board Level</p>	<p>Untimed (approx. 30-35 minutes)</p>
The Values Scale	<p>Assesses the individual's needs for each of the following: Ability utilisation; Achievement; Advancement; Aesthetics; Altruism; Authority; Autonomy; Creativity; Cultural identity; Economic rewards; Financial security; Own</p>	<p>Students and adults Criterion and norms based South African norms for Learners and Adults</p>	<p>Group or individual Paper and pen or Mindconnect</p>

	lifestyle; Personal development; Physical activities; Physical prowess; Prestige; Risk; Social interaction; Social relations; Spirituality; Variety and Pleasant working conditions.		
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	Criterion based English and Afrikaans	Group or individual Paper and pen or Mindconnect
South African Vocational Interest Inventory (SAVII)	Measures the occupational interests of all South Africans. Questionnaire consists of 126 items, divided into six fields of interest.	Grades 8-12 and adults Criterion based	Group or individual Paper and pen or Mindconnect
The Career Development Questionnaire (CDQ)	Career maturity and career decisions	Adolescents and young adults	25 minutes
Career Attitudes and Strategies Inventory (CASI)	The CASI provides a comprehensive inventory of a person's current work situation that includes common attitudes and beliefs as well as strategies for coping with job, family, co-workers, and supervisors. This inventory assesses the likelihood of job stability and helps to clarify situations the individual may perceive as career obstacles.	17-77 years	Individual Administration time 35 minutes Scoring time 15 minutes
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).	Adolescents and young adults English and Afrikaans	Group or individual Paper and pen
Self Image Profile for Adults (SIP-Adult)	Quickly assess self image and self esteem in adults	17 years to 65 years	Individual or group - 7 to 15 minutes

The Creative Response Evaluation – Work (CRE-W)

The Creative Response Evaluation – Work (CRE-W) assists organisations with selection, development, and building project teams by measuring different kinds of creative thinking in a business context.

Leaders at Board level and management; anyone who has leadership responsibility

The CRE-W takes 15–20 minutes to complete.

EMPLOYEE ASSISTANCE AND SCREENING FOR REFERRAL

ASSESSMENT	PURPOSE	TARGET GROUP	ADMINISTRATION
EAPI® Employee Assistance Program Inventory®	The EAPI assesses problems in 10 areas: anxiety, work adjustment, external stressors, depression, marital problems, effects of substance abuse, interpersonal conflict, problem minimisation, self-esteem problems, and family problems.	18 years to 76 years	Paper and Pencil 20 minutes
Test of Premorbid Functioning – UK Version (TOPF UK)	The TOPF is an effective method for predicting a person's pre-injury IQ and memory abilities before the onset of injury or illness.	16 years to 89 years	Individual less than 10 minutes
Beck Depression Inventory®-II (BDI®-II)	Assess the severity of depression with the Beck Depression Inventory-II. Consists of 21 items to assess the intensity of depression in clinical and normal patients.	13 years to 80 years	Individual - 5 minutes
Dyslexia Adult Screening Test (DAST)	Screen candidates for dyslexia and other learning disabilities. The DAST has been designed to be used as a screening instrument, for use routinely within further education establishments and the commercial workplace. In designing the test, care has been taken to make the testing procedure as straightforward as possible, avoiding the use of IQ tests.	16 years 5 months and older	Individual test: 30 minutes

Occupational Stress Inventory-Revised™ (OSI-R™)	Measures occupational adjustment that include occupational stress, but also stress associated with the client's inability to cope effectively with stressors in the workplace and other settings. It also assesses coping resources available to the client.	18 -70 years	Individual 30 minutes Scoring time: 10 minutes
The Stress Profile	A health risk appraisal tool within organisational settings as part of wellness, stress management, and health promotion programs. Measures all personal traits and lifestyle habits that have been shown to moderate the stress-illness relationship	20-68 years	Self-report 20-30 minutes
Beck Hopelessness Scale® (BHS®)	Measure three major aspects of hopelessness: Feelings about the future; loss of motivation; and expectation	17 years to 80 years	Individual - 10 minutes
Test of Memory and Learning - Second Edition (TOMAL-2)	TOMAL-2 is useful for evaluating children or adults referred for learning disabilities, traumatic brain injury, neurological diseases, serious emotional disturbances and ADHD.	5 years to 59 years 11 months	Individual: Core Battery - 30 minutes; Core Battery plus Supplementary - 60 minutes

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