

Psychometric Profiling in the Transport Industry

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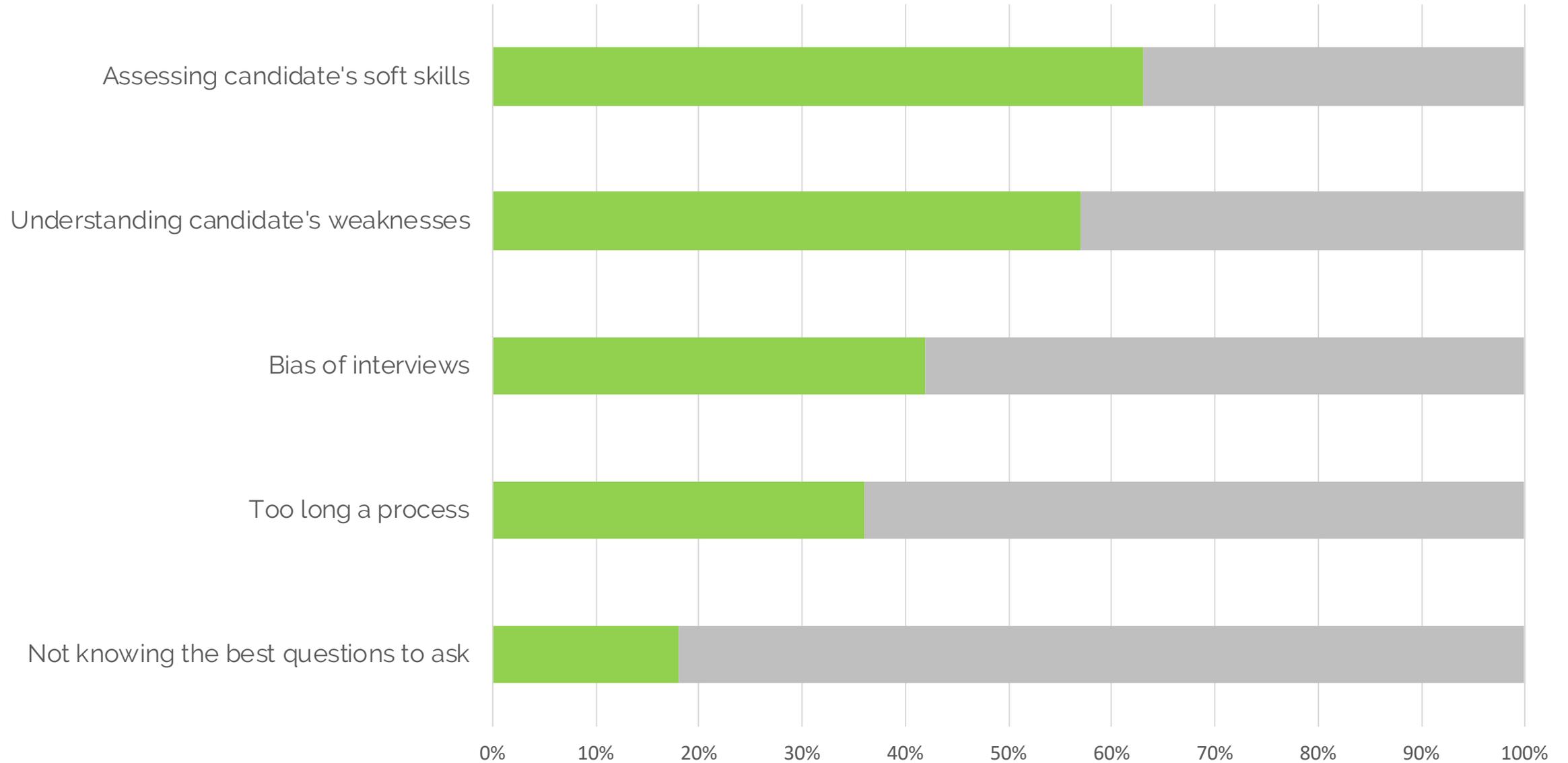


Psychometric assessments in general

- Psychometric assessments are scientific and objective measures that provide insight into cognitive and behavioural tendencies relative to role requirements
- All psychometric assessments are to be registered and classified with the Health Professions Council of South Africa (HPCSA). This results in measures being scientific, valid, reliable and fair to all South Africans.
- Psychometric assessments aid in the recruitment, selection, development and training process by informing areas of strength, weakness, areas to be improved and other critical competencies specific to the role and position.



Where traditional interviews fail



Why Psychometrics?

For the organisation:

- Information that you can't get any other way
- Reduces subjective biases
- Economises time spent by HR teams and recruiters
- First chance to impress candidates
- Gets everyone thinking in a more human way
- Another great way to generate revenue

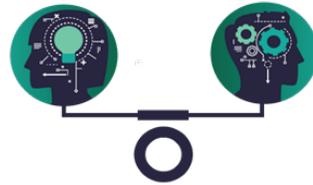
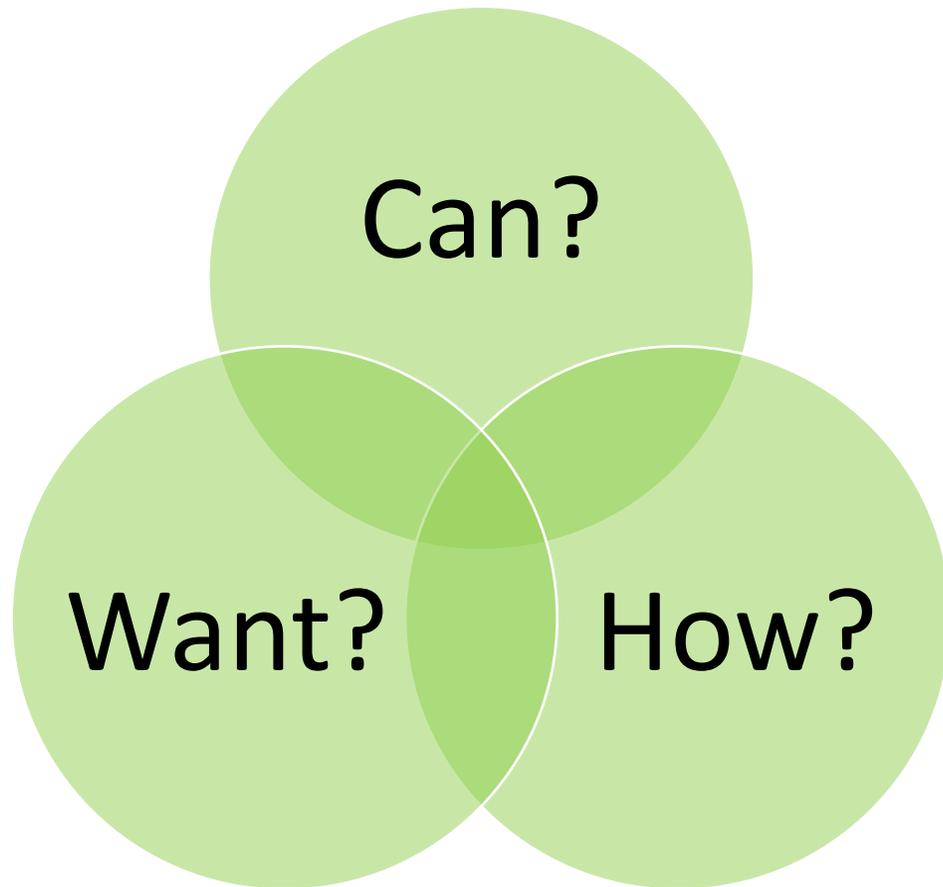
For the candidate:

- Self-awareness
- Feeling understood
- Shortens time between application and decisions
- Opportunities for improved candidate friendliness





What do we think about when we design psychological assessments?



Can?

Does the candidate have the abilities essential for the job?



Want?

Do the candidate's values match the role?
Will they remain motivated and engaged?



How?

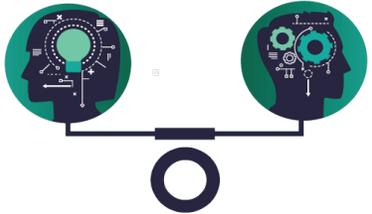
What will their style and approach be in the role?
Does it meet the role's needs?

Why assess in the transport industry?

- 15% of driving is physical, 85% mental
- Enhancing development, training, screening and recruitment
- Insight into behavioural factors and various aspects of functioning
- Acts as a means to review performance; inform promotions
- Complimentary of physical factors
- Opportunity to Identify high-risk drivers
- Avenues for further confirmation of good fit
- More complete package, value-additive
- Decreased staff turnover
- Increased self-awareness
- Minimisation of bias in decision-making
- Overall risk management
- Short and long-term cost saving



How to think about psychometrics



Engine = abilities
Our cognitive fire power
drives our abilities to
succeed at work



Choice of car = Values
We are guided by our
values
To remain motivated at work
our values must align with
the organisation's



Driving style = personality
Individuals vary greatly in
their driving style. Does the
job match with their style?



Advanced =
Strength/Development
By increasing self-
awareness we can
understand how to get the
most out of our personality
at work

Transport-specific assessments

The DAP (Driver Assessment Profile) is industry-specific and assesses role-related:

- ✓ Cognitive abilities
- ✓ Decision-making
- ✓ Coping mechanisms
- ✓ Work ethic
- ✓ Integrity
- ✓ Overall skills and knowledge of the field

The DAP also has an internal **lie-detector** and consistency measure to ensure candidates are representing themselves honestly



PART I		7
1. COGNITIVE		
1.1 Analytical Ability	10	
1.2 Spatial Ability	5	
1.3 Perceptual Reasoning	4	
1.4 Verbal & Logical Reasoning	10	
1.5 Acuity/Detail Perception	5	
PART II		9
2. INTEGRITY	9	
2.1 Reliability & Dependability	9	
2.2 Honesty	10	
2.3 Accountability vs. Denial & Rationalisation, Defence Mechanism & Justification	8	
2.4 Responsibility & Sense of Duty	8	
#2.5 Rule Deviation vs. Rule-Boundedness	9	
3. WORK ETHIC	9	
3.1 Work Centeredness & Committedness	8	
3.2 Motivation & Tenacity	10	
3.3 Decision-Making & Discretion	8	
3.4 Self-Reliance & Independence	10	
#3.5 Time - Utilisation, Keeping & Punctuality	10	
PART III		7
4. COMPETENCY AND VERIFICATION		
4.1 Experience	10	
4.2 Skills & Knowledge	10	
4.3 Technical & Practical Orientation/Mindedness	4	
4.4 Awareness/Alertness & Responsiveness to Environment	4	
4.5 Value-Appreciation/Care-Orientedness	10	
#4.6 Stress & Pressure Handling	7	
4.7 Patience & Cautiousness	6	
4.8 Emotional Control & Non-Aggression	6	
4.9 History of Performance/Behaviour – e.g., Disciplinary Record	8	
PART IV		6
5. MONITOR		
5.1 Lie Detector	5	
5.2 Consistency	8	
5.3 Unnatural Exaggeration	4	



Takeaways

1. Maintaining excellent service and remaining competitive is crucial to the transport industry. This starts on ground level and on the road with your drivers. Psychometric assessments tap into each candidates functioning, ensuring your fleet is the best of the best
2. The DAP is industry-specific, objective, standardized, highly valid, reliable and relevant to South-African drivers
3. Most companies will focus on the physical competencies of a driver, neglecting and overlooking mental, intangible aspects which have a strong influence on their performance. Drive your performance by choosing to assess.



For any queries:

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