

Competency Assessment Series - Version 3 (CAS v3)

Authors: JVR Psychometrics

PURPOSE	To assess competencies in a range of business contexts
ADMINISTER TO	Various levels of employees (depending on exercises selected)
EDUCATIONAL LEVEL	Varies according to the level of the exercise(s) selected
ADMINISTRATION TIME	30 minutes – 2 hours (depending on exercise)
SCORING OPTIONS	Hand-scoring
PUBLICATION DATE	Revised 2013
TRAINING	Optional 2-day training
LANGUAGES	English
SA NORMS	Yes

The Competency Assessment Series (CAS), now in its third version, provides a range of uniquely South African assessment centre exercises, underpinned by a new cutting edge competency model. The third version boasts a number of improvements, including an updated CAS Competency Model with a strongly supported meta-model, guardrails to assist with scoring, the use of Trait Activation Theory (TAT), as well as the introduction of a number of electronic in-baskets. All the exercises are job-relevant and assess current as well as future potential. There is a wide range of exercises to suit different group sizes, purposes, levels and competencies.

EXERCISES OFFERED

The CAS range currently consists of the following types of exercises:

- In-basket Exercises
- Leaderless Group Discussions
- Strategy Presentation Exercises
- Role-play Exercises
- Case Studies

AREAS OF APPLICATION

The CAS can be used for the following purposes:

- Career development
- Selection
- Coaching and/or mentoring
- Performance management
- Assessment and Development centres
- The identification of management/leadership potential
- Identify behavioural competencies needed for a specific job
- Gain a comprehensive understanding of the candidates' behavioural competencies
- Provide job-relevant information to supplement that which was gathered with traditional psychometric tools
- Determine the participants' strengths and development areas

REPORT OPTIONS

The CAS has the following software reports available:

- **CAS Comprehensive Report:** Once the practitioner has scored the exercise, the scored candidate's key strengths and development areas can be sent to JvR's Client Services to generate an interpretive report. ***This report is currently only available for MetroBank Operations Manager In-Basket and MagnaChrome In-Basket.***

SOUTH AFRICAN RESEARCH

The CAS is a South African developed product, with South African research available. JvR Psychometrics welcomes any opportunity to partner with clients to add to the research available for this product.



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