

SOUTH AFRICAN REVENUE SERVICE (SARS)

ASSESSMENT REPORT

Assessee Name: Mr

Level of Assessment: Grade 8a, Senior Manager

Date of Assessment: 08 April 2016

Report by: A.N Assessor (Psychologist: PS 0012345)

CONFIDENTIAL REPORT

Kindly note that, in compliance with the ethical code for Psychologists, this is a confidential report, the contents of which are for the relevant management within South African Revenue Service (SARS). The purpose of this report is to give input to Recruitment, Talent Management, and Development decisions. The report is subject to the SARS Assessment policy. This report will expire in 12 (twelve) months from the date of assessment.

Contents

- 1 Assessment Objectives
- 2 Measurement Tools
- 3 Competency match report (OPQ & Abilities)
- 4 Modified Career Path Appreciation (MCPA) Summary
- 5 Personal Development Suggestions
- 6 Suggested Development Offerings from SIOL
- 7 Competency Definitions

ASSESSMENT OBJECTIVES

Assessment Objectives

- ✓ Occupational Assessments for Development and Talent Management, and Recruitment purposes
- ✓ Etc
- ✓ Etc

Individual Objectives

- ✓ Provide opportunity for feedback
- ✓ Etc
- ✓ etc

MEASUREMENT TOOLS

Simulations

- ✓ Inbox
- ✓ Group exercise

Personality Questionnaire

- ✓ Occupational Personality Questionnaire (OPQ)

Cognitive Capability Assessment

- ✓ Modified Career Path Appreciation (MCPA)

COMPETENCY REPORT (OPQ)

Competency cluster	Competency	Match
Integrity	Championing the mandate	Moderate Match
	Responsibility for societal impact	Moderate Match
Empowering delivery	Driving excellence	Marginal to Poor Match
	Mobilising teams	Marginal to Poor Match
Transformation	Developing others	Moderate Match
	Building sustainability	Excellent to Good Match
Insight	Leveraging diversity	Moderate Match
	Influencing others	Excellent to Good Match
	Conceptual thinking	Moderate Match
	Accurate understanding	Marginal to Poor Match
	Humility	Excellent to Good Match

Person Job Match Scoring Key

Excellent to Good Match

Moderate Match

Marginal to Poor Match

**Overall Person-
Job Match Rating
for**

Assessee:

Moderate Match

MODIFIED CAREER PATH APPRECIATION (MCPA) SUMMARY

CURRENT CAPABILITY

The information that Mr shared during his MCPA interview a current comfort with

.....

.....

.....

.....

POTENTIAL FUTURE DEVELOPMENT AND CONTRIBUTION

Mr is likely to begin to feel under-utilized in this theme of work by the time he reaches his

.....

.....

.....

MODIFIED CAREER PATH APPRECIATION (MCPA) SUMMARY

.

COGNITIVE FIT TO THE ROLE

.....
.....
.....
.....
.....Mr is in flow with the
MCPA requirement for the role
.....

**Interpretation
of Assessee's
Results:**

**In flow with the
required level**

PERSONAL DEVELOPMENT SUGGESTIONS

Some of Mr’s significant developmental areas, together with self-help suggestions, are:

- **Driving Excellence** – Mr could ensure that he understands ...

-

.....
.....
.....

- **Mobilising teams** - Mr could develop a greater understanding of the

-

.....
.....
.....
.....
.....

- **Accurate understandign** – Mr could improve his...

-

.....
.....
.....
.....
.....

-

Suggested developmental Offerings from SIOL

The following modules of the OMDP has particular relevance to Mr’s development:

Competency	Module
Driving excellence	<ul style="list-style-type: none">➤ XXXX➤ XXXX
Mobilising teams	<ul style="list-style-type: none">➤ YYYY➤ YYYY➤ YYYY
Accurate understanding	<ul style="list-style-type: none">➤ ZZZZZZ➤ ZZZZZZ

COMPETENCY DEFINITIONS

XXXXX	
XXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX