

World-Class Assessments for Selection & Development Purposes

TSM.CO.ZA



Our Philosophy



TSM Consulting is a strategic Human Resources and Organisational Development consultancy committed to delivering high-impact, value-driven solutions that support business growth and transformation.



Established in 2002, TSM has built a strong reputation for integrity, service excellence, and delivering meaningful organisational change. Our client base spans South Africa, the broader African market, and the Middle East. We offer a comprehensive suite of HR and OD services, including recruitment and selection, leadership development, organisational design, performance management, and change management.



TSM Talent Solutions enables us to deliver end-to-end recruitment services across both local and international markets. We work closely with our clients to understand their challenges, align solutions with their strategic direction, and implement interventions that create lasting impact.



At TSM Consulting, we don't just provide services — we deliver solutions that drive real business results.

Why Psychometric Assessments Matter

Psychometric assessments provide objective, evidence-based insights that support informed talent decisions throughout the employee lifecycle.

Improve hiring quality by identifying candidates with the right fit for the role.

Reduce recruitment risk through objective and reliable assessment data.

Identify potential beyond qualifications and experience.

Support employee development by highlighting strengths and development areas.

Strengthen leadership through targeted leadership and behavioural insights.

Enhance team effectiveness by improving communication and collaboration.

Enable fair, consistent, and defensible selection and development decisions.

The right assessment, for the right role, at the right time—leading to better people decisions and stronger organisational outcomes.

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Assessment Categories

Personality

Measures an individual's personality, behavioural preferences, and workplace behaviours.

Learning Potential

Measure trainability and cognitive adaptability.

Skills

Evaluate job-specific technical and business competencies.

Potential & Cognitive Capability

Identify capability, growth trajectory, and career readiness.

Ability

Test reasoning, problem-solving, and technical ability.

Behavioural Simulations

Practical exercises that assess how individuals are likely to behave and perform in realistic workplace scenarios.

Our Assessment Partners

TSM is licensed with leading test providers worldwide to deliver validated, world-class assessments.

SHL Talent
Central

Insights
Discovery

Psytech

BIOSS

JVR Africa

Aprolab

TTS

GIOTTO SA

The
Leadership
Circle

Thomas
International

The Talent
Group

Clevry

Cognadev
South Africa

Integrative
Enneagram
Solutions



Personality Assessments

Personality Assessments

WAVE Professional Styles Questionnaire (WAVE PSQ) - Measures workplace motivations, talents, and preferred culture fit across key behavioural dimensions.

OPQ (Occupational Personality Questionnaire) - Measures 32 personality characteristics relevant to workplace performance, behaviour, and interpersonal style.

HPI (Hogan Personality Inventory) - Measures workplace personality, behavioural tendencies, and leadership potential.

MVPI (Motives, Values, Preferences Inventory) - Measures core values, motivations, and organisational fit.

HDS (Hogan Development Survey) - Identifies 11 potential derailment behaviours that may emerge under stress or pressure, particularly in leaders.

HBRI (Hogan Business Reasoning Inventory) - Measures business reasoning, strategic thinking, and decision-making ability.

15FQ+ (Fifteen Factor Questionnaire Plus) - Assesses 16 primary personality factors based on Cattell's personality model for occupational and developmental use.

CPQ (Clevry Personality Questionnaire) Measures personality traits, behavioural preferences, and workplace tendencies to provide insight into role fit and performance.



Potential & Cognitive Capability

Potential & Cognitive Capability

CPA — Career Path Appreciation

Semi-structured interview assessing capability to manage complexity, decision-making style, Theme of Work, and readiness for career movement.

MCPA — Modified Career Path Appreciation

Internet-based version of the CPA, followed by a validation interview exploring career preferences, aspirations, and work challenges.

IRIS — Initial Recruitment Interview Schedule

Structured interview for lower job levels assessing complexity management, decision-making, and projected “flow” snapshots at 5-, 10-, and 15-year intervals.

CPP — Cognitive Process Profile

Computerised simulation tracking thinking preferences, capabilities, and growth potential. Not a speed test — candidates work at their own pace.



Learning Potential Assessments

Learning Potential Assessments

APIL-B

It is primarily intended for administration to individuals with tertiary education (**degrees or higher diplomas**), or individuals who aspire to obtain such education.

APIL SV

The SV in the name stands for **Short Version**. This is a version of the APIL that focuses on four core dimensions for efficiency. As with the APIL-B, the test is intended for individuals with **tertiary education**.

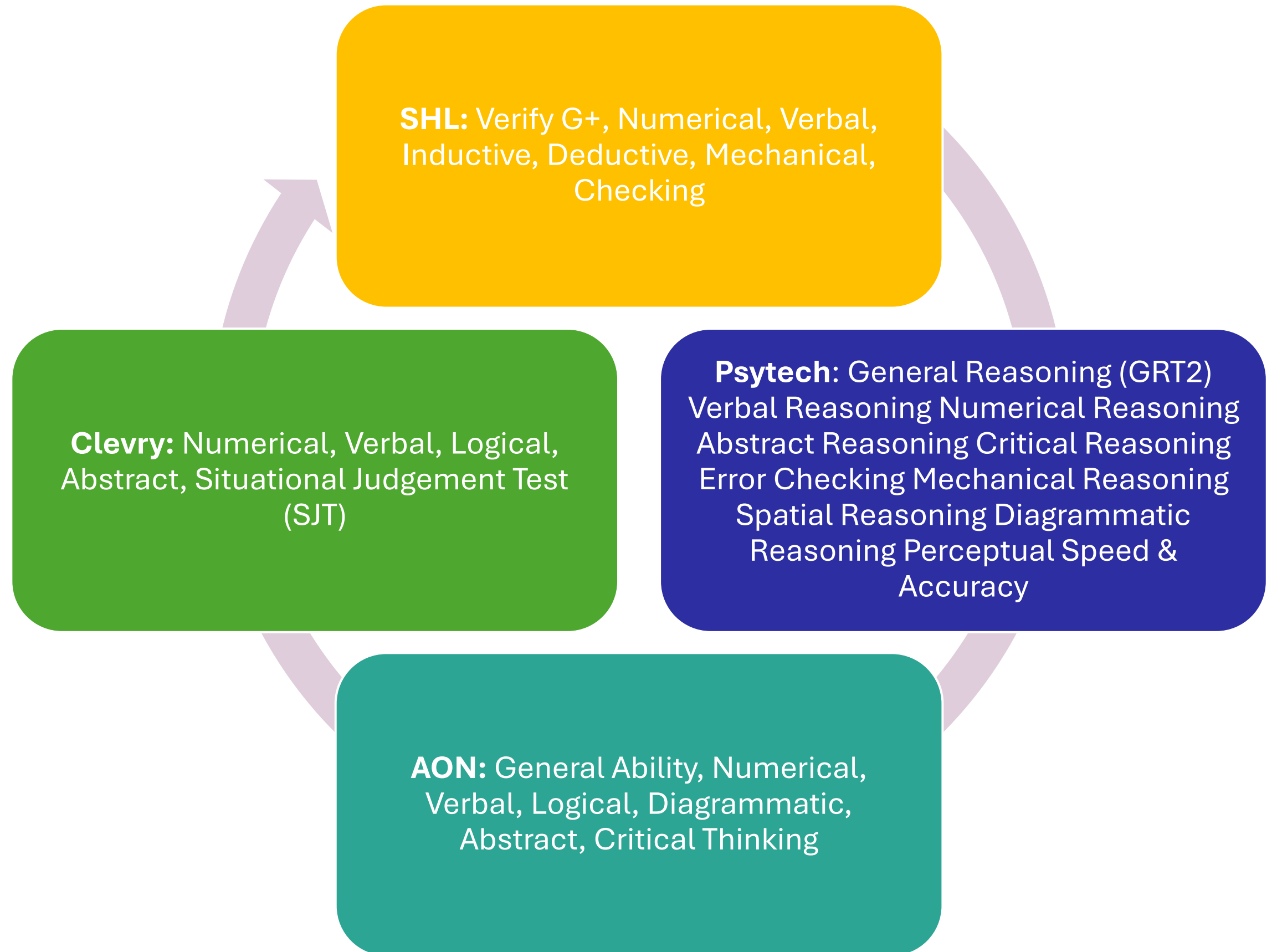
TRAM-2

TRAM-2 is designed specifically for people doing blue collar work or desiring to obtain technical training. Intended for people with between **10 and 12 years of education**



Ability Assessments

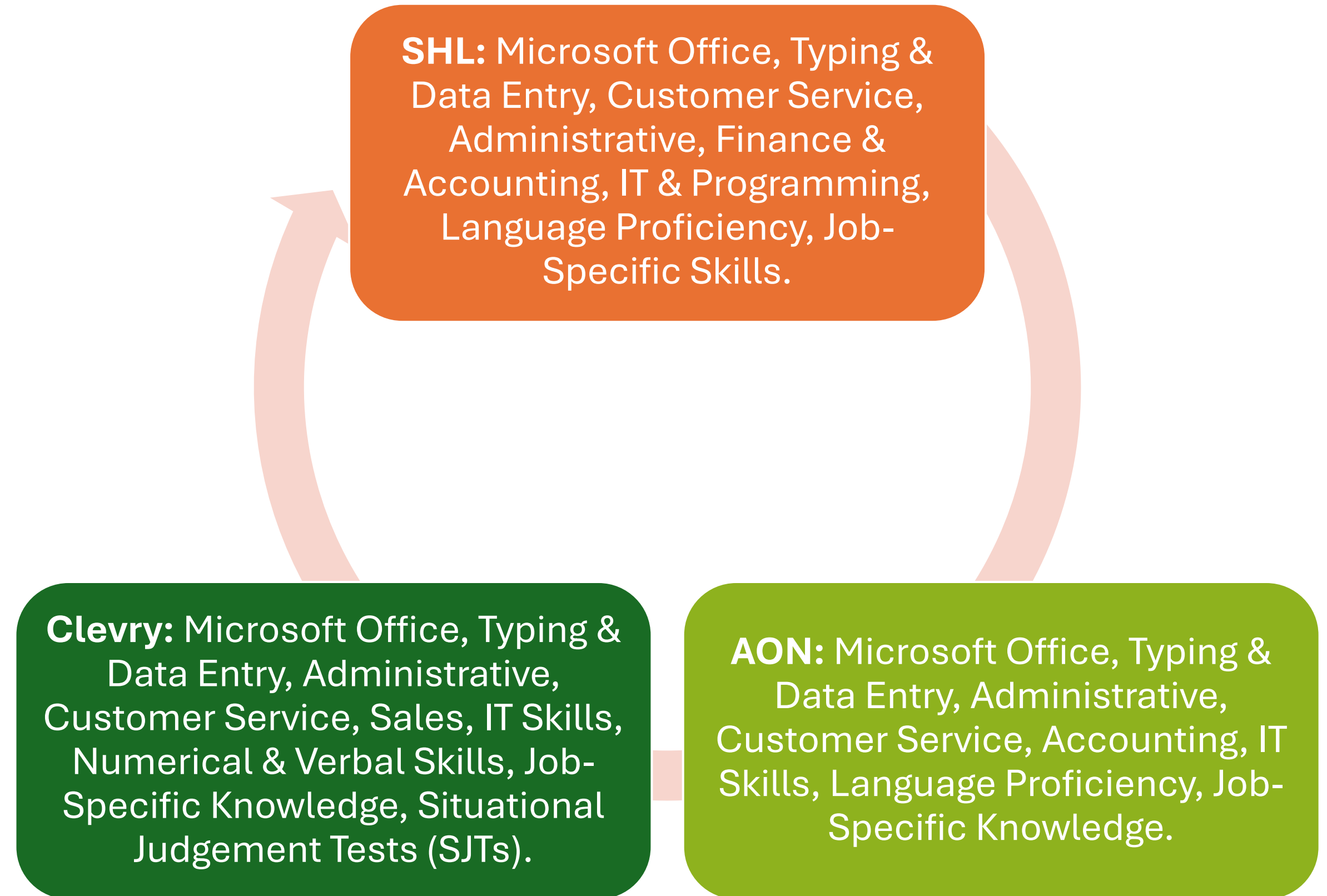
Ability Assessments





Skills Assessments

Skills Assessments





Behavioural Simulation Exercises

Behavioural Simulation Exercises

Fact-Find Exercise

Candidates must reach decisions based on partial information. They ask questions to uncover relevant facts, then present and defend their conclusions. Assesses analytical thinking, questioning skills, and decision-making under ambiguity.

Role-Play Exercise

Simulates realistic workplace scenarios where candidates interact with a trained role-player. Evaluates interpersonal skills, conflict resolution, persuasion, and the ability to manage difficult conversations professionally.

Business Case & Presentation

Candidates analyze complex business information and present their findings and recommendations. Measures strategic thinking, data interpretation, presentation skills, and the ability to influence stakeholders.



Team & Leadership Effectiveness

Team & Leadership Effectiveness and Development

The Leadership Circle

360-degree leadership assessment that integrates leadership competencies with underlying beliefs and behavioural patterns. The assessment supports leadership development by enhancing self-awareness, improving decision-making, strengthening relationships, and fostering sustainable leadership growth aligned with organisational success.

Enneagram

A personality assessment that identifies an individual's core personality type, underlying motivations, fears, and behavioural patterns. It provides valuable insights into how individuals think, communicate, make decisions, and respond to challenges, while highlighting opportunities for personal growth and development.

Insights Discovery

Measures personality preferences using a four-colour model to improve self-awareness, communication, teamwork, and leadership effectiveness.

Earth Green: Caring, supportive, and people-focused.

Cool Blue: Analytical, precise, and structured.

Fiery Red: Decisive, action-oriented, and results-driven.

Sunshine Yellow: Enthusiastic, sociable, and collaborative.



Battery Recommendation

EXCO

F Upper, F Middle, F Lower, E Upper

Top management who determine the strategic intent and policy making decisions within the business

Recommended Assessment Batteries

Recommended Assessment Battery



Potential: Career Path Appreciation (CPA), or
Cognitive Process Profile (CPP)



Personality: Occupational Personality
Questionnaire (OPQ), Hogan Development
Survey (HDS)



Behavioural Simulations: Case Study –
(Analytical Report and Presentation)

Senior Management E Middle, E Lower

Cross-functional coordination and implementors
of strategic policy decisions made by top
management

Recommended Assessment Batteries

Recommended Assessment Battery



Potential: Career Path Appreciation (CPA), or Cognitive Process Profile (CPP)



Personality: Occupational Personality Questionnaire (OPQ), Hogan Development Survey (HDS)



Ability: Role-specific ability assessments will be conducted to evaluate the competencies required for successful job performance



Behavioural Simulations: Fact-Find and Role-Play or Case Study

Middle Management

D Upper, D Middle, D Lower

Roles which require optimising the resources through decision making about procedures and budgets one year ahead

Recommended Assessment Batteries

Recommended Assessment Battery



Potential: Career Path Appreciation (CPA), or Modified Career Path Appreciation (MCPA), or Cognitive Process Profile (CPP)



Personality: Occupational Personality Questionnaire (OPQ) or Fifteen Factor Questionnaire (15FQ+)



Ability: Role-specific ability assessments will be conducted to evaluate the competencies required for successful job performance



Behavioural Simulations: Role Play

First-Line Management

C Upper, C Middle, C Lower

Roles that require systems knowledge from skilled employees, who may take on supervisory roles

Recommended Assessment Batteries

Recommended Assessment Battery



Potential: Initial Recruitment Interview Schedule (IRIS)



Personality: Occupational Personality Questionnaire (OPQ) or Fifteen Factor Questionnaire (15FQ+)



Ability: Role-specific ability assessments will be conducted to evaluate the competencies required for successful job performance



Behavioural Simulations: Role Play

Operational Skills

B Upper, B Middle, B Lower

Semi-skilled employees who do not require system knowledge

Recommended Assessment Batteries

Recommended Assessment Battery



Learning Potential: TRAM-2, or Ability, Processing of Information, and Learning (APIL SV)

The principles that guide everything we do.



Integrity

Being honest and open in everything we do.



Adding Value

Through our organisational development interventions, as well as effective and efficient human resource processes and practices.



Delivering Excellent Service

We will always walk the extra mile.



Building Capacity

We don't want to become a fixture in your company; we want to build capacity internally and instead become a partner in your business.