



The SkillCheck Identity Series behavioural assessments have been developed by an international industrial psychologist and normed using accepted methodology. When an assessment is completed a comprehensive, easy-to-understand report is generated which requires no specialist training to be understood.

For further information, please contact your local SkillCheck distributor.

Identity – Cognitive (Identity – COG/CO): Verbal Reasoning, Logical & Mathematical Reasoning

Test Description – Cognitive ability or general aptitude has consistently proven to be a valid predictor of performance and training success, across most, if not all, job functions.

SkillCheck's Identity-Cognitive test provides a general indication of a job candidate's abilities with problem solving, comprehension and communication. It is also a valid gauge of an individual's training potential. This test serves as a valuable tool for screening individuals based on cognitive abilities needed to be successful on the job.

Identity – HealthCare (Identity – HCS/HC): Compassion/ Service, Patient Relations, Tolerance, Team Relations

Test Description – In the specialist healthcare industry, special qualities are required to meet the demands of inter-personal relationships in what is often a stressful and difficult situation. SkillCheck's Identity-HealthCare assessment assesses vital attributes to give an accurate profile of those best suited to the healthcare industry.

Identity – Risk Free (Identity – RSF/RF): Trustworthiness, Rules Compliance, Drug Free Attitude, Non-Violent Attitude, Reliability, Candidness

Test Description – Workplace violence, substance abuse and theft result in substantial annual corporate financial losses, making sound hiring decisions a critical bottom-line issue. Fortunately, the degree of risk an individual brings to the workplace can be determined by measuring that person's attitudes and behavioural tendencies along five key dimensions including drug-free and non-violent attitudes, trustworthiness, reliability, and a willingness to follow the rules.

SkillCheck's Identity-Risk Free assessment reveals an individual's propensity to engage in inappropriate workplace behaviours while offering insights into specific behavioural tendencies. The test's built-in candidness scale also provides insight into how honestly the questions are being answered.

Identity – Sales (Identity – SAL/SA): Ambition, Self-Confidence, Assertiveness, Stress Management, Helping Disposition, Reliability, Candidness

Test Description – Your bottom line depends on the ability of your salespeople to persuade customers and prospects to buy your product or service. And in today's competitive environment, sales ability is critical for a wide variety of jobs, not just those with direct-sales responsibility.

SkillCheck's Identity-Sales assessment measures an individual's sales ability along six critical dimensions including Ambition, Self-Confidence, Assertiveness, Helping Disposition, Stress Management, and Reliability. The test also includes a built-in candidness scale to ensure that questions are being answered honestly.

Identity – Service (Identity – CSV/SE): Helping Disposition, Team Player, Stress Management, Reliability, Candidness

Test Description – In today's highly competitive marketplace, most businesses are able to provide quality products at competitive prices. This makes excellent customer service a critical success factor in today's organizations. Your employees' service orientation and customer service skills can mean the difference between success and failure in your organization.



SkillCheck's Identity-Service assessment measures an individual's ability to engage in service-oriented behaviours. Covering skills and behavioural orientation in areas including Helping Disposition, Team Player, Stress Management and Reliability, the test also includes a built-in candidness scale to ensure that questions are being answered honestly. This assessment can be used for job screening, or as a selection tool or to determine where additional training may be needed.

Identity – Workplace Personality (Identity – GPP/WP): Ambition, Assertiveness, Self-Confidence, Flexibility, Helping Disposition, Reliability, Team Player, Trustworthiness, Stress Management, Candidness

Test Description – Finding the right fit between people and jobs is essential for employee satisfaction and organizational productivity. If the job requires frequent contact with customers and co-workers in a service environment, a helping disposition and team-player attitude are critical. If the job is fast-paced with frequently changing roles, then flexibility is important.

SkillCheck's Identity-Workplace Personality assessment measures an individual's strengths and weakness on nine personality scales. The test can be used to select candidates, develop existing employees, or determine the managerial style that works best with an individual. The test also includes a built-in candidness scale to ensure that questions are being answered honestly.

Identity – Workplace Skills (Identity – GWS/WS): Mathematical & Verbal Reasoning, Grammar Skills, Attention to Detail, Analysing Skills

Test Description – In today's fast-paced, dynamic work environment, employees must possess an array of basic skills that can be readily transferred from assignment to assignment. Employers who hire individuals with these skills and abilities will have the competitive advantage.

SkillCheck's Identity-Workplace Skills assessment measures an individual's competencies with the basic skills required for most jobs, from entry-level through supervisory positions. These include reasoning, language, observation and analysis, and basic math skills. This test can be used as a selection tool or to determine whether additional training is needed.

Identity – Supervision (Identity – SUP/SU): Helping Disposition, Problem Solving, Self-Confidence, Supervision, Candidness

Test Description – To be an effective supervisor and manager one has to have the following characteristics; the ability to motivate employees, the ability to relate well with employees, team building abilities and the ability and interest in maintaining high levels of employee satisfaction. The *Identity* Supervision Scale includes behavioural items that focus on these abilities and dispositions. This scale has proven to be a reliable and valid predictor of key job-related work behaviours essential for supervisory and management success. The test also includes a built-in candidness scale to ensure that questions are being answered honestly.

Identity – Management (Identity – MGT/MA): Ambition, Assertiveness, Leadership, Problem Solving, Stress Management, Candidness

Test Description – To be an effective manager the following characteristics are desirable; the ability to be competitively driven, the ability to demonstrate patience and stress tolerance, the ability to be assertive and take control (when appropriate) in group situations, to coordinate and motivate teams, and the ability to engage and creatively solve mentally challenging tasks.

The *Identity* Management Scale includes behavioural items that focus on these abilities and includes a built-in candidness scale to ensure that questions are being answered honestly.



Identity – Productivity (Identity – PRO/PR): Attendance, Reliability, Rules Compliance, Self-confidence, Candidness

Test Description – In the fast-paced and competitive work environment of the 21st century, employees need to perform at peak productivity.

The *Identity* Productivity includes scales are indicative the degree to which the person is likely to be dependable, stable and take responsibility for his/ her own actions including satisfactory attendance, dependability and conscientiousness, pride in work quality, compliance with established policies and procedures, and self-assurance to work within defined job parameters.

The test includes a built-in candidness scale to ensure that questions are being answered honestly.

Identity – Industrial (Identity – LIS/LI): Assembly, Inspection, Light Industrial Math, Drug Free Attitude, Reliability, Trustworthiness, Candidness

Test Description – The ability of employees to meet the needs of the manufacturing, skilled and semi-skilled trades sectors requires skills, attributes and characteristics that meet a range of parameters.

The *Identity* Industrial Scale measures an individual's conceptual ability to complete assembly tasks, to detect manufacturing defects and to accurately complete industrial-related mathematical computations. An individual's attitude to substance abuse, reliability and trustworthiness are also measured. The test includes a built-in candidness scale to ensure that questions are being answered honestly.