

With over 40 years of industry experience, Evalex delivers extensive assessment, talent management and leadership development solutions to identify and realise people potential. We are pioneers in using Artificial Intelligence (AI) in our systems, data, and research, and we have used this expertise and a strong client partnering focus to develop our solutions. These solutions integrate into an ecosystem that provides our clients with reliable and valid information to enable sound talent decision-making.

Evalex differentiates itself from other psychometric solutions and providers through:



An assessment solution with high predictive validity backed by strong research data.

A range of assessments on single platform for easy participant access and completion.



Cloud based technology that provides for fast, cost effective and efficient assessment administration and integrated reporting for development, selection and talent decisions.

Integration of psychometric constructs to provide holistic information on position fit.

Dynamic and interactive cloud based development portal for participants and Evalex Optics platform for data analytics.

There are a number of key requirements of a psychometric Battery to inform recruitment, development and talent decisions. The Evalex Psychometric Battery provides a comprehensive and integrated answer to these requirements:

What do you need in a Psychometric Battery?

Professional Body Registration	✓	Integrated / Algorithmic Based Reporting	✓
Ai Enabled	✓	Range of Reporting at no Extra Cost	✓
Cloud-based	✓	Inhibitors	✓
Cost Effective Assessment Solution	✓	Archetypes	✓
Integrated Psychometric Competence Framework	✓	Use in Career Development	✓
System Capability to Reduce Cost of Process	✓	Use in Potential Identification	✓
Job Profiling Functionality	✓	Integration with other HC Processes	✓
Single Assessment Platform Participant Experience	✓	Range of Validity Studies	✓

The Evalex Psychometric Assessment is a cloud-based test battery consisting of 7 instruments assessing 68 key dimensions covering a full range of performance predictors in one seamless on-line assessment battery where results are available immediately and incorporated into the Evalex Talent Eco-System. It provides a high level of prediction and includes the use of Artificial Intelligence to identify and report

on typical Archetypes, Styles, Performance Inhibitors, Potential and Leadership Indicators, Job-Fit and Talent Mapping while significantly reducing the cost of the assessment process.

5 Human Constructs Driving High Performance



What it is

What it measures

What it is used for

Cognitive and Abilities: Business Comprehension Test (BCT)

A questionnaire querying the individual's abilities across five key cognitive processes. In this way the respondent's level of ability can be compared with the level of complexity inherent in the role.

An individual's ability to deal with complexity through Abstract, Deductive and Numeric Reasoning. Further-more the measurement of Assimilated Understanding (Maturity) and Contextual Reasoning.

Selection, recruitment and talent decisions. Used to ascertain a person's agility in terms of dealing with different levels of complexity for a given role (aligned with Stratified Systems Theory / Levels of Work Theory).

Business Knowledge: Organisation Insight Scale (OIS)

Looks at Business Acumen and assesses a person's degree of understanding of the workings of a business organisation across eight different aspects of business.

General knowledge of Economics, Finance, Human Resources, Technology, Marketing, Organisational, Production and Operations, and Purchasing Management.

Selection, recruitment, talent decisions. Helps determine Business acumen across all levels in the organisation and identifies related training needs.

Personality (OPCS)

Assesses personality at work; contains only those personality constructs proven to correlate with work success, measured through fifteen personality traits.

Influence and assert, Relate and affiliate, Own and control, Structure and order, Goal focus and persistence, Connect and interact, Conscientious and reliable, Immerse and understand, Strive and challenge, Change and adapt, Calm and composed, Grow and learn, Positive and enthusiastic, Authenticity and sincerity, Inclusivity and cohesion.

Selection, recruitment, talent decisions and development. Used for analysing the needs and structure of an individual's personality. Applicable to employees at all levels within the organisation.

What it is	What it measures	What it is used for
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Work Styles (OPCS)

Eight Work, Leadership and Managerial styles as they relate to teamwork. These provide an indication of where individuals are likely to make the best contribution from a work styles and team perspective.

Styles include Resourcer, Creator and Judge (Problem Solving Styles); Initiator, Integrator (Leadership Styles); and Operator, Completer, Supporter (Delivery Work Styles).

Selection, recruitment, talent decisions. Also used to identify and address team effectiveness areas.

Values (OPCS)

Measures nine organisational values that shape your approach to your environment, work and leadership.

Urgent and fast paced; Directional and prescriptive; Conceptual and strategic; Unconventional and radical; Qualitative and thorough; Expand and invest; Consult and include; Inform and communicate; Conflict engagement and resolution.

Selection, recruitment, talent decisions. Useful to understand an individuals values, approach and motivational facets. Can be used to define organisational culture and culture-fit.

Operational and Managerial Interests (WOS and WTOS)

Interest inventories used to identify an individual's interest and orientation in performing 25 work activities/tasks.

Activities and tasks relate to interests in Managerial (such as strategic thinking the organisation of people); Staff (such as inspiring others and coaching), Operations (such as operations control and organizing and planning) and Client areas (such as serving clients and selling and negotiating).

Selection, recruitment, talent decisions. Also used for career guidance, to understand motivational factors for job performance and ideal job-fit/placement.



For more information, please contact us on enquiries@evalex.com