

SERVICES - For Individuals and Teams

ASSESSMENTS AND COACHING

Choosing a career is one of the most important decisions a person will ever make. The result of a bad choice has a negative impact on you, the company you wish to work for one day and ultimately the country. Wrong Career Choices can also be very Costly. Through research we realize that :

- Learners leave school with only a vague knowledge of employment opportunities.
- Learners have little insight into the most appropriate career direction for their abilities, values and interests.
- Many learners undertake tertiary education irrespective of suitability, leading to high dropout rates in first year (currently running at 35%).
- Many employees are "stuck" in careers to which they are not suited, leading to low morale, de-motivation, poor performance and bad service levels.
- Unhappy employees either leave or are dismissed, costing the business in time and money to recruit and train

Our solution includes an assessment process directed at learners in grades 9 to 12, University students who wishes to make course changes or choose a post graduate course as well as people looking for a career change. By identifying your values, interests, and personality traits and combining that with your general ability, we are able to match you to the careers in which you will be happiest and most successful.

We use psychometric questionnaires and paper-based exercises, all facilitated by qualified and registered experts. It takes about 4-4.30 hours to complete and is done in a non-threatening and supportive environment.

- Personality
- Interest determination
- Values
- General Ability

Post the assessment stage, a feedback session is scheduled. During this session an in-depth discussion around your results will be shared as well as high lever Summary report will be made available. You will also be provided with a list of exciting and valuable websites that can be visited to learn more about the variance careers available.

TEAM DYNAMICS

Kurt Lewin, a social psychologist and change management expert, is credited with coining the term "group dynamics" in the early 1940s. He noted that people often take on distinct roles and behaviors when they work in a group. "Group dynamics" describes the effects of these roles and behaviors on other group members, and on the group as a whole.

A group with a positive dynamic is easy to spot. Team members trust one another, they work towards a collective decision, and they hold one another accountable for making things happen. In a group with poor group dynamics, people's behavior disrupts work. As a result, the group may not come to any decision, or it may make the wrong choice, because group members could not explore options effectively.

We Us the MBTI tool to Helps Increase Team Effectiveness. The MBTI instrument is a powerful tool that can get challenged and troubled teams back on track with long lasting changes. Unlike many team building events, the MBTI provides an effective follow up tool to that teams can use in solving problems and making decisions.