

COMPANY BROCHURE

INTEG: PSYCHOMETRIC ASSESSMENTS

World Leaders in Integrity

INTEG and its preceding organisations are functioning effectively for more than 45 years in the HR-field in South Africa – with strong and deep roots in the psychometric sphere. **INTEG differentiates** itself in the market by the following:

1. **INTEG SPECIALISES IN INTEGRITY.**
2. **The group and its products specialises in the World of Work.**
3. All its products measures Integrity from *different angles*.
4. It is the only organisation **covering the entire field of Integrity** with dedicated integrity instruments in all the recognised spheres and angles of the said concept.
5. All the products (whether they are dedicated to the assessment or development of integrity only or specialising in another field) **'talk' to each other**, being based on the same model and programme.
6. All the products were developed by the same person/team and are maintained and upgraded on a continuous basis using the research and field-data generated by their wide and comprehensive professional and product involvement.
7. **It consists of South African developed tests, norms, standards, registered companies, and instruments.** It also applies the IMCN (Integrated Multiple Composed Norm) to establish and use a **standard integrated norm** for each of the INTEG-tests.
8. It is in *close association with* *Corporate Solutions Consulting (CSC), that is also a South African organisation and that is in administrative and financial control of the entire field of Human Resources.
9. It is also *closely associated with* #Culture of Integrity Pty Ltd, that is an independent holding company responsible for the objective recording and administering of the Rolling Out of the Culture of Integrity (Culteg).
10. It is available to serve its clients on an ongoing, personal and 'integritous' basis - irrespective of the uniqueness and complexity of their needs/problems and as such was registered as a Proudly South African member and a honorary member of SIOPSA of which they are for many years also the Main Annual Conference sponsor.



, the Corporate Member & Main Sponsor of SIOPSA



We specialise in **INTEGRITY** in an **INTEGRITOUS** way.

INTEG PRODUCTS

INTEG Develops and Distributes Psychometric Tests in the professional market in the World of Work.

We are the only suppliers of an entire battery of **Dedicated Integrity** measuring instruments. The following seven instruments constitute the *arsenal of specialist tests* in the Integrity sphere:

1. DEDICATED INTEGRITY TESTS

<u>Instruments</u>	<u>Seven Psychometric Tests</u>	<u>Specialist Purpose</u>
IP200	Integrity Profile-200	Diagnostic Integrity
Plus MID	Managerial & Integrity Disposition	Special Report
IMI	Integrity Measuring Instrument	Screening/Selection
IP: CULTEG	Integrity Profile : Culture of Integrity	Development
BIP	Basic Integrity Profile	Shortlisting
GIP	General Integrity Profile	General (Non-Work)
OCB	Organizational Citizenship Behaviour	Disposition to assisting co-workers & the organisation
CWB	Counterproductive Work Behaviour	Disposition to counterproductive work behaviour in general

2. OTHER PSYCHOMETRIC TESTS

In addition, INTEG also offers 19 **psychometric tests** that are making a further contribution to assessing Integrity from different angles, as well as *covering the specific subjects they are dedicated to*, as mentioned below:

<u>Instruments</u>	<u>Nineteen Psychometric Tests</u>	<u>Purpose</u>
• COPAS – Standard	Standard Cognitive & Potential	Cognitive – Symbolic Items
• COPAS – Version II	Cognitive Profile Assessment – 3 Levels	Cognitive – Verbal & Symbols
• BOP	Brain Orientation Profile	Brain Dominance
• PAW	Main Personality at Work	Comprehensive Personality Profile
• EQ	Emotional Intelligence	Specialized Report
• MD	Motivational Disposition	Specialized Report
• EO	Entrepreneurial Orientation	Specialized Report
• SMO	Sales & Marketing Orientation	Specialized Report
• FO	Financial Orientation	Specialized Report
• MO	Managerial Orientation	Specialized Report
• PAW – Short	Personality at Work	Condensed Personality
• CAP	Comprehensive Aptitude Profiles	Aptitude
• SAP	Security Assessment Profile	Security
• DAP	Driver Assessment Profile	Driving
• DSP	Domestic Services Profile	Domestic Services
• CAT: DI	Call-centre Agent Test Instrument	Call Centre Diagnostic Instrument
• CMI: GA	Competency Measuring Instrument	Generic Assessment of Competencies
• WOT	Workplace Orientation Test	Working from Home –Psychometric Test
• (WOC)	Workplace Orientation Checklist	Working from Home – A Checklist
• PEP	Practical English Proficiency	Verbal/Language
• RAP - Prior	} Rehabilitation Assessment Profile	Rehabilitation from Prison
• RAP – Post		
• RAP - General		

The above 26 tests are all developed by the same group/team, 'talk' to each other and were devised and possess South African norms and standards.

