

EvaleX Competence Inventory

**(for Business
and Technical
Competencies)**



Published by Evalex Intellectual Capital Management.
www.evalex.com
2016

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WHAT IS THE EVALEX COMPETENCE INVENTORY

The EvaleX Competence Inventory (ECI) is unique to EvaleX.

It is a new revolutionary assessment methodology, based on years of research into the drivers of high performance, built for the purpose of assessing Technical Competencies, delivering significantly higher validities in terms of assessment correlations with performance than personality tests and even higher than most cognitive tests available today. The ECI Validity has been established using large samples of assessments.

It is quick, relatively inexpensive and accurate in assessing Business and Technical competencies.

WHY THE EVALEX COMPETENCE INVENTORY?

Many companies have become tired of the over use of psychometric tools such as personality tests that provide information only on leadership and behavioural competencies, whilst ignoring the critical measurement of the real hard-core competencies required to do the technical part of the job that delivers on the actual purpose of the position in the first place.

To this end EvaleX presents the EvaleX Business Simulation for the assessment of actual on-the-job managerial and leadership competencies and the EvaleX Competence Inventory for Business and Technical competencies.

Due to the lack of assessment solutions in the area of Technical competencies, Organisation and Management Technologies developed the EvaleX Competence Inventory, a new tool for assessing Business, Technical and Strategic competencies that cannot normally be assessed using Psychometrics, Assessment Centres or Interviews

WHAT IS THE DIFFERENCE BETWEEN A PERSONALITY ASSESSMENT AND THE EVALEX COMPETENCE INVENTORY?

Let us use the competence called “Client Servicing” as an example to compare the ECI to a typical personality assessment of the same construct.

- The ECI competence descriptors contain more “**facets**” describing the work that needs to be done as embodied by the competence.
- Assessing “Client Servicing” through a personality tests will simply indicate a **propensity or disposition** towards this behaviour as self reported by the candidate.
- Assessing the above through the ECI will measure **actual manifested behaviour** at different levels, and furthermore the actual level of performance on a competence scale.
- It measures the extent to which the propensity was **translated to actual competence**.
- **A personality test does not measure actual competence**; it measures potential for a competence

HOW DOES THE ECI WORK?

Firstly the EvaleX Competence Library consisting of over 700 competencies is accessed and the target position profiled by selecting the 20 or so most critical competencies required. Then using the position profile, the ECI solution auto compiles the assessment based on these exact competencies.

The ECI is an Internet based **systematic** and robust, **system-work-flowed enquiry** into the **scope of work** a candidate can perform or has performed in terms of

- Width of exposure,
- Depth of exposure (Intensity: weekly, monthly, quarterly, annually),
- Level of exposure (complexity level)
regulated within the boundaries of possible exposure given the candidate’s
- Years of experience,
- Level of Position and
- Size of company
and is evidence based

ADVANTAGES OF USING THE ECI

1. **Competence Architecture:** The ECI uses an extensive and elaborate engine allowing for the assessment of the candidate across four levels of work (SST theory)
2. Clear concise reporting indicating **Position-Fit** against the role for each competence as well as an overall job-fit score.
3. Easy to **compare different applicants** with each other.
4. Clear indication of **development areas**.
5. Ability to assess a **large number of competencies** within a user friendly, computer work-flowed environment resulting in reliabilities higher than all Personality tests, most Cognitive tests and significantly higher than the Competence Based Interview.
6. The ECI ensures **absolute standardization** across positions and candidates.
7. As the ECI is computer work flowed, the level of attention to **enquiry of each competence** within a role and across multiple assessments is ensured. It allows for more accuracy and fairness and eliminates the bias of interviewer experience and prejudice found in interviews.
8. **Assessment time:** Approximately 60 minutes.
9. With the ECI, the **nature of the process**, the way the questions are work-flowed, the questions asked, the detail of the descriptors of the 4 proficiency levels ensures a standardised approach across all competencies within one assessment session as well as across all assessments sessions.
10. **Bundling:** The ECI can be bundled with other tools such as a Cognitive and Personality test into one assessment session and experience for the candidate.

EvaleX Talent Solutions are distributed by



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