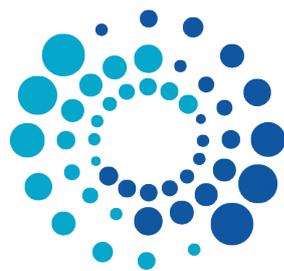


# Assessment for entry into the World of Work



Odyssey  
TALENT ASSESSMENT

Published by Evalex Intellectual Capital Management.  
www.evalex.com  
2014

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Edited by Evalex Intellectual Capital Management  
Proofread by Evalex Intellectual Capital Management  
Typeset and cover designed by Adam Rumball, Sharkbuoys Design

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# WHAT IS ODYSSEY?



Odyssey is an assessment process for identifying talent and learning potential at the lower levels of work within organisations. It aims to measure readiness for entry into the “**World of Work**” usually into entry-level jobs in companies.

Odyssey is a Tablet and Smartphone driven assessment solution to assess readiness to enter the World of Work deployed in areas and environments not conducive to traditional psychometric assessments.

Odyssey consists of a series of assessments and experiences that provides knowledge and understanding of talent, leading to a journey of meaningful work and a prosperous career.

Odyssey quite succinctly derives its name from the title of the second oldest literary work in Western literature, the Iliad being the oldest, both authored by Homer in 8th Century BC.

Odyssey in the English language has come to refer to an epic voyage. It is the story of a brave warrior who upon the sacking of Troy estimated between 1,200-1,400 BC embarked on a journey of discovery and learning during his 10 year struggle to find his way back to his homeland in Greece.

In a modern-day context, Odyssey provides a tool for discovery of the person’s talent, unlocking a journey of growth and economic empowerment. Even more critical is that Odyssey reaches out to those who would probably never find employment through the normal traditional channels and standards.

## WHY ODYSSEY?

In developing economies, the majority of people would not succeed in finding employment through the normal employment channels. The reason for this is that most recruitment and selection processes require as a prerequisite some form of minimum formal education just to get out of the starting blocks. When deprived of this opportunity to education, many talented people are denied the opportunity for exploration of their potential. They may not have completed a formal program of schooling leading to a certificate, but may possess the talent and potential to respond well to learnership programs when given the opportunity.

Most assessment instruments have been designed for developed economies where a minimum level of education and literacy is readily assumed. There are some assessment instruments that exist for entry level jobs catering for semi-skilled applicants, but they are limited in their capability, fragmented and not bundled into an elegant distribution system as a solution that is easy to use.

Odyssey consists of nine instruments, specifically designed for the assessment of talent and learning potential for those who either have not achieved high levels of education or cannot find work through the formal employment channels.

# RATIONALE BEHIND ODYSSEY

Most psychological instruments in use today have been developed on the assumption that the candidate doing the assessment has a minimum level of education and is at least proficient in English.

For developing economies, these tools work well in the segments of the population that have been privileged by a sound formal schooling system. However, for those not scholastically exposed to the same level and also less proficient in English as a medium of communication, more suitable tools had to be developed.

Some of these are available, but OMT has defined the following gaps in what they have to offer:

- Assessment tools designed for those not that well schooled and less proficient in English are supplied by a number of suppliers, but not yet forged into a neat assessment solution;
- The cognitive tests for this candidate segment are very limited in that they mostly make use of symbols to be organised into certain patterns and therefor draw too much on two and three dimensional visual/spacial reasoning, two of almost eighteen cognitive processes. Most importantly, these do not measure “comprehension” one of the most important competencies required in the World of Work;
- The instruments have not necessarily been designed around a specifically defined competence set required by people working at work level 5 and 10 based on proper job analysis, but rather been flung together to measure what they can measure;
- The need is for an elegant delivery system that makes testing large volumes of people easy and cost effective;
- The need is for a low cost of process solution.

## THE ANSWER IS ODYSSEY...

a unique set of assessment tools  
a unique delivery system  
a quick completion time  
an off-line Tablet or Smartphone remote completion  
at unique pricing.

# COMPETENCE MATRIX REQUIRED

At entry-level positions in most organisations, the job demands are for the person to be able to do the following:

- **Understand and execute instructions according to work procedures:**

- Instruction assimilation;
- Listen to and memorize instructions as to work flow;
- Instruction execution accuracy.

- **Elementary Problem solving:**

- Deductive and
- Inductive reasoning ability

- **Clerical proficiency:**

- Sorting, classification and matching;
- Accuracy of transactions.

- **Work speed and productivity:**

- Quality of work done in a specified work frame.

- **Basic Numerical ability:**

- Understand basic numbers;
- Do basic calculations.

- **Elementary English literacy:**

- Vocabulary;
- Spelling;
- Sentence construction.

- **Learning potential:**

- Assimilation of new techniques to improve performance.

- **Personality and Interest**

# ODYSSEY ASSESSMENT INSTRUMENTS

The following instruments have been developed to assess these competencies:

## **Problem Solving Scenario (PSS):**

Deductive and Inductive reasoning for elementary problem solving.

## **Instruction Assimilation Scenario (IAS):**

Ability to respond to training, understand and memorize instructions and then to accurately execute these.

## **Clerical Proficiency Scenario:**

Assesses sorting, matching and clerical accuracy.

## **Basic Numerical Ability Test (BNAT):**

Addition, subtraction, division, multiplication and percentages.

## **Basic Literacy Test (BLT):**

Vocabulary, sentence construction and spelling.

## **Interest Match Scale (IMS):**

Measures interest in 140 jobs across 12 Industries.

## **Odyssey Personality Inventory (OPI)**

**The real power of this solution lies in the fact that these assessment tools have been packaged in an easy to use Tablet and Smartphone application.**

**One assessment log-in**

**One assessment session**

**One report**

**One supplier relationship**

**Odyssey is the One!**

**For more information go to**

[www.Evalex.com](http://www.Evalex.com) or

call us on +27 82 372 8232, or

email us on [steyn@evalex.com](mailto:steyn@evalex.com)

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64 Wessels Road, Rivonia, Johannesburg, Gauteng  
Tel: 011 803 8703

[www.evalex.com](http://www.evalex.com)