

Panel Discussion: Personality and Assessment Centres in South Africa

FACILITATOR: PROF GERT ROODT



savilleconsulting



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JVR, Psytech SA, Saville Consulting, SAPI Project, SHL,
Thomas International

Aims of the Panel Discussion

- Forum where insights and information can be **exchanged** whilst **debating** the topic of personality in assessment and development centres in South Africa
- To create awareness of a number of **cross-cultural issues** in personality assessment that need to be systematically researched
- To provide **test users** in South Africa with the opportunity to actively participate in the debate on personality and assessment and development centres
- To enhance test users and assessment and development centre practitioners' understanding of the **latest trends and dynamics** in the field of personality and assessment and development centre interface and
- To stimulate **future panel discussion** debates that may be of interest for forthcoming ACSG conferences.

Panel Members



Prof Hennie Kriek (SHL SA)

- Professor Extraordinarius at UNISA
- Managing director of SHL SA
- Honorary member of SIOPSA
- Current chair of PAI
- Responsible author of 'Guidelines for the implementation and validation of fair personnel selection practices' and updates
- Member of SIOP, ITC and affiliate member of IAAP
- Serves on several editorial boards
- Visiting professor at Colorado State Univ
- Extensive list of papers and publications (locally and internationally)

Dr Renate Scherrer

(Jopie van Rooyen & Partners)

- Obtained her PHD from Free State University in 2002
- Joined Jopie van Rooyen & Partners in 2003 where she holds a senior management position
- Internationally accredited trainer on several assessment instruments (e.g. Hogan assessments)
- International affiliate member of APA
- Several research based papers and publications
- Involved in organisational consulting projects

Dr Deon Meiring (SAPI Project)

- 15 years in SAPS as Industrial Psychologist
- Responsible for Assessment Centres for senior managers in SAPS
- Member of the Work Wellness Research Unit in 'Personality in the workplace' focus area
- Obtained PHD from University of Tilburg with Prof Fons van de Vijver as promoter
- Current chair of ACSG

Prof Vasi van Deventer (Thomas International)

- Prof at UNISA's Psych Dept
- Registered Clinical Psychologist
- 25 years experience in designing learning material
- Extensive consulting experience in industry
- Several academic publications

Nanette Tredoux (Psytech SA)

- Registered as Industrial, Research and Counseling Psych
- Started her career at NIPR (later HSRC) in 1979 in various research application roles
- Extensive experience in computerised testing/assessment
- Heading Psytech SA since 1998
- Served on SIOPSA executive from '01 to '06 and on Professional Board for Psych
- Registered for PHD at UJ

Werner Barkhuizen (Saville Consulting)

- Fifteen years consulting experience
- Registered Industrial Psychologist
- Registered for Phd at UJ
- Experienced consultant in leveraging people solutions
- Established entrepreneur and accomplished business man
- Pursues flying as a part time interest

General Question

- What **contribution does** personality measures bring to assessment and development centre practice in South Africa
- Discuss the **arguments for and against using personality tests** in assessment and development centres
- Contextualise the use of personality tests within a **cross-cultural context** by taking cognisance of the legislative requirements in South Africa and how it applies to assessment centre practice

Specific Questions to Panel Participants

- What is the **theoretical or conceptual** base for the design of your personality assessment instrument and how was this base derived at?
- What **published research evidence** supports the validity of your instrument?
- What research evidence has been accumulated on facets of **bias and equivalence** (e.g., construct, method, item bias)?
- What **incremental value/validity** does this instrument add to assessment centre scores?
- Which specific personality **dimensions/facets in particular add value?**