

Competency Assessment Series - Version 3 (CAS V3)

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PURPOSE:	To assess competencies in a range of business contexts
ADMINISTER TO:	Various levels of employees (depending on the exercises selected)
READING/EDUCATIONAL LEVEL:	Varies according to the level of the exercise(s) selected (NQF level: 1/2)
ADMINISTRATION TIME:	30 minutes – 2 hours depending on the exercise
SCORING OPTIONS:	Hand-scoring/E-basket (Bureau scored)
PUBLICATION DATE:	CAS V1 2006; CAS V2 2009; CAS V3 2013
HPCSA:	Not submitted
TRAINING:	Optional 2-day workshop
LANGUAGES:	English
SA NORMS	SA developed

The Competency Assessment Series (CAS), now in its third version, provides a range of uniquely South African assessment centre exercises, underpinned by a new cutting edge competency model.

The CAS range currently consists of the following types of exercises:

- In-basket Exercises
- Leaderless Group Discussions
- Strategy Presentation Exercises
- Role-play Exercises
- Case Studies

The third version boasts a number of improvements, including an updated CAS Competency Model with a strongly supported Meta Model, guardrails to assist with scoring, the use of Trait Activation Theory (TAT), as well as the introduction of a number of electronic in-baskets. All the exercises are job-relevant and assess current, as well as future potential. There is a wide range of exercises to suit different group sizes, purposes, levels and competencies.

The aims of the CAS exercises include:

- To identify behavioural competencies needed for a specific job
- To gain a comprehensive understanding of the candidates' behavioural competencies
- Provide job-relevant information to supplement that which was gathered with traditional psychometric tools
- To determine the participants' strengths and development areas

AREAS OF APPLICATION

The CAS can be used for the following purposes:

- Career development
- Selection
- Coaching and/or mentoring
- Performance management
- Assessment centres
- Development centres
- The identification of management/leadership potential

REPORT OPTIONS

The CAS has the following software reports available:

- **CAS Comprehensive Report:** Where you have scored the exercise, and provided JvR with the scored candidate's key strengths and development areas. This report is currently only available for MetroBank Operations Manager In-Basket and MagnaChrome In-Basket.

