Impact Shoppe



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AFFORDABLE PSYCHOMETRIC TESTING / EMPLOYEE WELLNESS AND TALENT / MANAGEMENT SERVICESPeople drive organisational effectiveness, make decisions, take action and risks.Employing the right people in the right jobs is crucial to ensuring the right decisions are made in the right contexts to grow your business.We at Impact Shoppe, believe that an organisations effectiveness begins at each person's post. While leaders can lead, guide and support - each employee also needs to take ownership of their work and their personal lives.Leaders need to pay attention to their employees mental and physical health. Wellness is multi-faceted, and while some people might be quite skilled at masking their pain and emotional turmoil out of fear of being stigmatised or judged by their managers or peers - this can hurt the bottom line of a business badly_ Unwell and unhappy people who do not feel safe in their work environment produce a fraction of what they could, should they be heard, feel safe and supported to be as well as they can. We can help!ABOUT SUSAN SMITHRegistered Psychometrist with the Health Professional Council of South Africa.Registered with ASCHP as a Specialist Wellness CounsellorSusan Smith – Director (Behaviour Analyst and Psychometrist)Postgraduate degree in Behaviour Science (Psychology and Psychometry)Many years’ experiences facilitating organisational and individual growth and development through talent management and coachingMany years’ experiences assisting learners and adults in their career journeysMany years

trainings and developing intern psychometristsGuest speaker at Business networking events, Conference and Team Development eventsBoard member of People Assessments in Industry (PAI), an interest group for the Society of Industrial and Organisational Psychology in South Africa (SIOPSA)I believe people have untapped potential. Focusing on strengths while acknowledging and managing growth areas is key to changing overall wellness and performance of oneself and the organisation or system we work and play in.We assess and coach across the English globe through online Psychometric assessments, training and coaching interventions.Impact Shoppe has a national footprint through a network of associate colleagues across a variety of professional domains. We can therefore offer an ‘umbrella’ service.INTERNATIONAL TALANT MANAGEMENT SERVICE OFFERINGSPsychometric assessmentsPsychometrics (Psycho=Psychological; Metrics=Measurement)Using Psychometric Assessments provides objective, valid and reliable information about your employees and yourself. Our assessments are used in a variety of contexts, including but not limited to:Recruitment and Selection:Development and Growth Planning:Leadership Development:Skills Audits:Career Choice and Development:Understanding Cognitive Ability, Personality, Interests and Learning Potential:Skills Audits (using Psychometrics, focus groups, competency-based interviewing)How else do you really understand your workforce?Saves time, resources and provides objective information to make strategic critical decisions regarding succession planning, rotation, training etc.EMPLOYEE WELLNESS INDIVIDUAL COUNSELLING AND TEAM WORKSHOPSEmployee wellness is crucial to business leadership focus right now. The lingering effects of Covid-19 are here to stay and fester, unless businesses address their employees mental health and overall wellness.We provided online or face to face wellness counselling for individuals as well as wellness days for teams. When people are mindful of what wellness is, where their ‘hot spots’ are that are affecting overall happiness and well-being (which in turn affects work-based performance and engagement) – they are more likely to invest time and effort into managing and turning these hot spots into neutral or positive factors.If your leadership team / managers, supervisors, team leaders are not able to cope

themselves, how can you expect them to support and manage others to be well and balanced?Contact us to find out how we can help you as a leader, by taking the burden of dealing with emotional issues off your shoulders. Let us work with your teams to listen, coach and provide practical strategies to manage and deal with general mental well-being challenges.Coaching | Personal Growth | DevelopmentProviding employees with a Personal Growth and Development plan through us, empowers them to take charge and ownership of their own career pathways. We emphasise ownership and support rather than handholding.GREAT SOFT SKILLS TRAINING PROGRAMMES FOR THE WORK PLACE We have various training interventions focusing on ‘soft skills’ which are the drivers of behaviour in the workplace. One of our signature training programmes is Integrity at Work. We believe in educating employees about what it means to act with integrity, and to ensure they understand the high-risk behaviours that compromise honesty and integrity.PSYCHOMETRICS SERVICES FOR QUALITY BUSINESS HIRINGBenefits of using Psychometrics in Selection decisions:Better calibre appointmentsReduces the time and cost of hiringProvides a robust hiring processEnables a positive fit to your culture and the roleReduces employee turnoverImproves productivity and profitsEnables skills and career developmentEnables succession pipelinesBenefits of using Psychometrics in Workforce Planning / Restructure:Understand your employee talent pool through a robust Skills AuditRestructure the organisation by capitalising on the strengths identified in the Skills Audit, interviews etc., as a holistic process using due Legal and Ethical processes and procedures.Benefits of using Psychometrics in career planning:Reduces time and cost to successProvides a robust process to making decisionsEnables a positive fit to career streamReduces failure and drop-outImproves motivation and purpose for studyBenefits of using Psychometrics in Growth planning and Coaching:Targets strengths deploymentTargets training and personal / professional learningImproves on career growthImproves on overall confidence and satisfaction at work

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