

# Cutting through the Clutter of Personnel Selection Hassles

## The Learning Ability Battery

### *A Feasible & Sustainable Tool for Personnel Assessment & Selection in the world of unemployment*

The *explosion* of *unemployment* coupled with an unsatiated *desire* for *advancement* on especially the *African continent*, has created a totally new universe of *challenges* concerning *training, employment* and further *development*.

With tens of thousands unemployed people clambering the gates to fields of employment and development, the situation becomes too urgent for neatly packaged conventional ways of *personal screening, interviewing* and *CV-scrutinizing*. There are simply not enough *human resources* or *time* available to complete the *appropriate profiling*, to obtain consent from *applicants* for reference checking and for “scientifically” registered psychometric, personality and aptitude testing.

To meet the challenge of large-scale training and employment the world of **Labor** needs a selection **device that can be implemented immediately**. *Call it a pre-psychometric, a pre-aptitude, a pre-psychological, a pre-scientifically registered assessment tool*. However, an **assessment tool** with a **proven record** of more than a **million assessments**. We are talking **Learning Ability Battery (LAB)**, an instrument researched, developed and designed by Lead the Field in collaboration with esteemed psychometric experts from the University of South Africa and practitioners of South African commerce and industry.

The **LAB** is *not a psychometric test, not an intelligence test, not an aptitude* or whatever *psychological* device. The **LAB** assesses the *learning ability* of a candidate. The **LAB** assesses the *level of prior learning* in several languages as well as the level of mathematical literacy. The **LAB** identifies *top* candidates, *highly\_competent* candidates, *suitable* candidates and candidates with *basic* learning and training potential. The **LAB** gives a reading regarding *visual* and *auditory* acuity. In addition, of course, the **LAB eliminates** not-suitable candidates, because that is what selection is all about.

However, the **LAB** is much more than the sum total of its basic readings and assessments:

- The **LAB** is a **cost-effective, easily** implementable device administered and applied by trained administrators from the customer's own company, independent of highly qualified, very expensive academics.
- The **LAB** is simultaneously **state** of the **art technology**, providing the customer with computer printouts containing all the relevant information about assessed candidates, in a variety of languages as requested.
- The **LAB** makes **effective training possible**, enabling the trainer to place candidates in groups of comparable ability.
- The **LAB**, with its pre-**LAB** component, **empowers** the **immediate supervisor** or **mentor** (of the prospective employee) with skills to help the candidate with individual career planning, and development, **Independent Development Planning (IDP)** as required by the Mining Charter.
- The **LAB** enables the mentor to discover the **revealing** power of **guiding questions**, an extremely basic skill of initial screening, but yet seldom used, for e.g. questions about the candidate's previous achievements, the candidate's preferences of work activities, talents, abilities, challenges, etc. In this way, the **LAB** provides a **basis** for **continuous career** guidance, career planning, and an informal spontaneous establishment of aptitude and preferences.
- Although the **LAB** is essentially a **pre-employment tool** it has been effectively applied to hundreds of thousands already-employed people to select the most suitable employees for further training and development.

The above-mentioned benefits of the **LAB** are more or less **directly** linked to Company employment. However, it has been experienced that the **LAB energizes** a much wider environment of training and development. Every Industrial Operation, whatever the kind, is situated within a **community**. There are settlements and villages around the operational plant. These people will not stay unaffected by this local development. They want to share in its side effects.

In various regions, the **LAB** is therefore presently utilized to select from these communities suitable candidates for further development. They are the relatives, wives, fathers and mothers of the trained employees. They constitute **the future line of employment** for the operational industry.

The **LAB** is increasingly used to **select** from this **diffuse group suitable candidates** for various stages of adult education: **ABET (Adult Basic Education and Training)**. Appropriate

trained employees can be trained to become Facilitators, Instructors or Teachers of the prospective learners at various levels of language and/or mathematical literacy. Some of these learners may have been to school, some may be functionally illiterate. The **LAB** will identify the levels of prior learning.

Totally *illiterate* people can have a *high learning ability*. These illiterates are put through **pre-ABET** classes where they first learn to read and write in their mother tongue, enabling them to embark on the official ABET Levels 1,2 and 3 (English, French or Portuguese). As all educational instruction will be based on, the principles of Accelerated Learning, there will be rapid progress and soon a new educational and life transformation will reshape the environment.

Expand your profits exponentially by educating and developing the lifeline and goodwill of your company.

Join the **Lead the Field Training Team** who is blazing a new path through thickets of training chaos and illiteracy throughout the African continent and other developing countries.

**Book you LAB Administrators and ABET Facilitators on the next course.**

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