



JAN/FEB 07

JvR

talk

psychological test providers in africa



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consulting psychologists

JvR CONSULTING PSYCHOLOGISTS: INTEGRATING THE DISCIPLINE OF PSYCHOLOGY

Jopie van Rooyen and Partners has an extensive track record in the arena of test publishing and distribution. In November 2007, as a result of the significant demand from our existing clients, we created a separate company to render psychological services to our clients.

Whilst Jopie van Rooyen and Partners focuses on sourcing tests on a national and global basis, supporting them with research and distributing them in sub-Saharan Africa, JvR Consulting Psychologists focuses on providing clients with products and services in the field of Consulting Psychology.

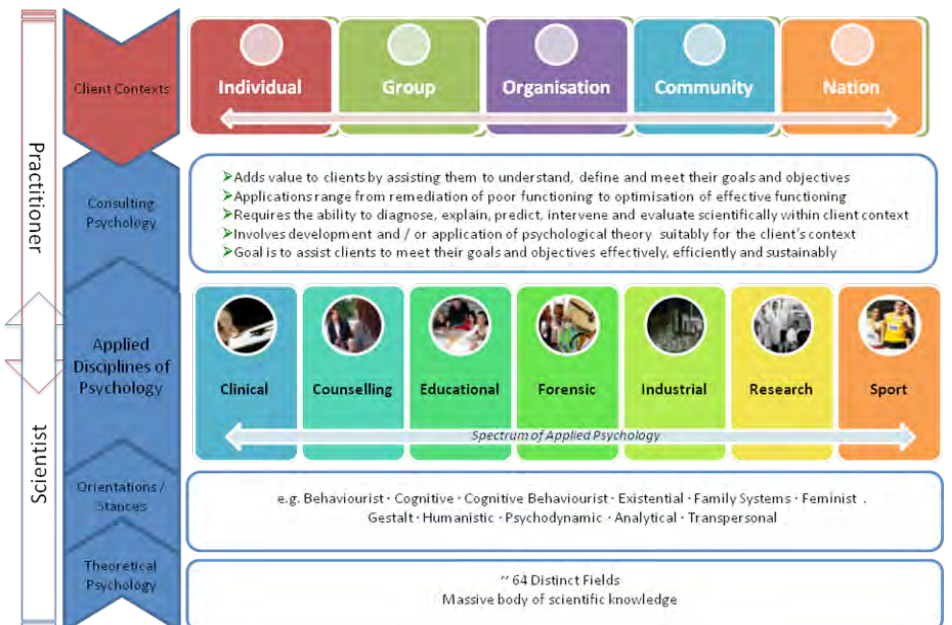
JvR Consulting Psychologists follows in the tradition of Jopie van Rooyen and Partners Test Publishers and Distributors, providing evidence-based products and services across a wide range of client contexts and creating solutions from across the spectrum

of applied psychology.

JvR Consulting Psychologists' perspective of Consulting Psychology

The JvR Consulting Psychologists' perspective of Consulting Psychology is aligned to the definition of the American Psychological Association, which defines Consulting Psychology as the function of applying and extending the special knowledge of a psychologist, through the process of consultation, to problems involving human behaviour in various areas (APA, 1999). Although this definition may appear fairly obvious, closer examination of the implications thereof yields a number of interesting perspectives which we have conceptualised as illustrated in the diagram below.

JvR Consulting Psychologists' Perspective of Consulting Psychology



jopie van rooyen

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In 2005, the Chairperson of the Society of Consulting Psychology's Education and Training Committee stated that Consulting Psychologists are distinct from other consultants by virtue of three factors: 1) being psychologists, 2) the use of psychological testing, and 3) the holding of a license which holds psychologists to a higher ethical standard (APA, 2005).

We accept from the outset that anyone practicing Consulting Psychology must be a licensed or registered psychologist who must conform to the prescribed scope of practice and ethical code, but view those factors that differentiate Consulting Psychologists from other consultants as more fundamental than the previous statement would seem to imply. The rest of this article deals with how JVR Consulting Psychologists operationalises the concept illustrated in the diagram above.

We access the theoretical knowledge base of psychology,...

The website of the American Psychological Association lists some 64 fields or areas of interest in psychology (APA, 2008). Some areas, like caring for people with mental and emotional disorders, are familiar. These days, the role of forensic psychologists is often to be seen in popular television programmes and movies. Others, like aiding the design of advanced computer systems, neural networks and artificial intelligence, are perhaps less well known. The theoretical body of knowledge in the discipline is massive, but lacking in integration. JVR Consulting Psychologists adopts an integrated, holistic approach to drawing from the body of knowledge of psychology and translating this into practical solutions for our Clients.

...the market of available paradigmatic orientations and stances...

As psychologists, we all adopt particular perspectives of the phenomena in the domain of psychology and view these phenomena from one or many of a plethora of orientations or stances. It is our view that no particular orientation or stance has a monopoly on the truth. We are developing paradigmatic diversity amongst our Consulting Psychologists and sourcing Psychologists with diverse approaches, so that we can access a broader, deeper understanding of the body of knowledge of psychology and deploy this to the benefit of our clients.

...leveraging them with the intellect and experience of professionals in the applied disciplines of psychology...

The next level of the diagram identifies seven well recognised categories or applied fields of psychology. These have developed into specialised areas that are often isolated from one another, without the opportunity for

integration and cross-pollination from other fields or disciplines. Perhaps this is a natural result of the fact that psychology as a discipline has been artificially segmented into a number of categories for education, training and professional registration purposes.

Hugo Munsterberg had a more integrated perspective of the discipline. In 1907 he wrote several magazine articles concerning legal aspects of testimony, confessions and courtroom procedures, which eventually developed into his book, *On the Witness Stand*. The following year the Division of Applied Psychology was adjoined to the Harvard Psychological Laboratory. Within 9 years he had contributed eight books in English, applying psychology to education, industrial efficiency, business and teaching. Eventually Hugo Munsterberg and his contributions would define him as the creator of Applied Psychology.

...to address client needs...

Whatever the circumstances in the client domain, our approach is to deploy qualified, experienced psychologists with the appropriate expertise, who will provide an ethical, evidence-based approach to:

- Assisting Clients to understand, define and meet their goals and objectives
- Applications range from remediation of poor functioning to optimisation of effective functioning
- Requires the ability to diagnose, explain, predict, intervene and evaluate scientifically within the client context
- Involves development and / or application of psychological theory suitably for the client's context
- Our desired result is to assist clients to meet their goals and objectives effectively, efficiently and sustainably

...in a range of Client contexts.

We practice as psychologists in a range of client contexts. Our psychologists have extensive experience in individual level psychological consultation, including career guidance, trauma therapy and performance coaching. At the group level, we provide a wide variety of paths to team development, ranging from creating high performance teams, to experiential team-building, group coaching and counselling. For organisations, we consult on a broad range of issues, such as strategy development, organisation design, succession management, ergonomics, stress and pathology in the workplace. In the community, we facilitate objectives such as shared identity, diversity management and social integration. At the national level, we consult on projects such as the development of a combined, multiparty political framework for national strategic development, on social and educational issues and on mental health.

For more information you are welcome to contact grant@jvrafrica.co.za

→ Catalogue

We will soon be sending out our new 2008 - 2009 catalogue. We are expecting them to be available from March onward. If you would like to receive a copy please send an email to elma@jvrafrica.co.za

→ Training Schedule

The 2008 electronic version of the JvR training academy schedule is available. A hardcopy JvR calendar will also be available soon. If you would like to receive a copy of the schedule, requests can be sent to hofmeyr@jvrafrica.co.za or elma@jvrafrica.co.za

→ Website

We are currently in the final stages of our new website's development. We will be launching at the end of February 2008. We look forward to introducing a fresh new look, feel and functionality for our website in the new year.

→ contact us:

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jopie van rooyen

Developing our Human Capital

As part of the ongoing professional development of our staff, psychologists and psychometrists from both Jopie van Rooyen and Partners and JVR Consulting Psychologists attended a comprehensive Consulting Skills Training Programme during December and January.

The Consulting Skills Training Programme was developed and presented by Jan de Coning of IBFN, having been customised to our specific requirements. The Programme

was presented in 2 one -week modules, with a two-day practical competency assessment session to follow in April.

The first module provided an orientation to consulting. Participants were presented with an array of topics and exercises designed to provide intensive experientially based learning. They were exposed to aspects of consulting at the individual, group, organisation and community levels, both through first -hand experience of being

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participants in the process as well as from the consultant perspective. This module proved to be both intellectually and emotionally demanding and the intensity of the learning perhaps surprised many individuals. Towards the end of the first module, participants each identified a practical consulting project, designed to "take them out of their comfort zones".

The second module focused on practical skills development, where a number of case studies, based on actual consulting projects were used. Participants were "briefed by the client". Then, at times individually and at times in small groups, they were tasked with addressing various aspects, such as preparing a proposal for the client or designing and presenting the process by which they would address the client's need. This module focused more directly on the conceptual and practical skills of the consultant and participants experienced this module as just as intensive as the first, but less emotionally demanding.

During the second module, each

participant presented his or her identified consulting project to the group. With the input of their fellow participants and the course presenter, they developed objective pyramids and project plans in preparation for conducting these projects. Participants are now busy conducting their various consulting projects – in addition to performing their daily work.

In April, an assessment panel, comprised of the course presenter, two senior guests from the business world and the Managing Directors of the two companies, will assess each participant's project on the first day. After presenting their consulting project, each participant will select, at random, a practical scenario and will have 24 hours to prepare to facilitate the intended outcomes of that particular scenario in front of the assessment panel, with a group of roleplayers standing in for the client.

This training in Consulting Psychology will also be made available as a training to our clients. For more information please contact kathy@jvrafrica.co.za

RESEARCH

From the Frontier

Research projects in 2008

The research team is hard at work in 2008 getting ready to roll out a number of new projects, and continuing those carried over from the previous year. If you would like more information on any of the following projects, please email us at research@jvrafrica.co.za.

- Hogan norms: Since the launch of this exciting product in South Africa, JvR has been working closely with Hogan Assessment Systems in a drive to collect data for South African norms. We are also hoping to embark on a validation study to do with prediction of success in the workplaces and the Hogan Assessments.
- MBTI® Form Q: JvR has an extensive set of data on the MBTI® Step II online assessment. We will be putting together a comprehensive report detailing South African type according to the Step II.
- Work Personality Index: This year, the JvR research team is embarking on a campaign to collect data for WPI South African norms.
- B-SCAN: This assessment, introduced by Dr. Robert Hare, is in the process of being validated worldwide by MHS. JvR has undertaken to help collect South African data on this assessment.
- Employee Screening Questionnaire: This research project has been planned to collect South African data on the ESQ to investigate

the structure and utility of this tool in South African organisations.

- South African 16PF 5th Edition: 2007 saw the start of a nation wide data collection project for the South African version of the 16PF5. This project will be continuing into mid 2008 with a report on all data findings becoming available towards the 3rd quarter of the year.
- South African 16PF 5th Edition Afrikaans version: The material and norms for this version of the 16PF5 will be available mid 2008.
- Raven's Progressive Matrices: A nationwide project to collect norms for the SPM and APM was started in January 2007 and will continue into 2008.
- Basic Traits Inventory and Five Factor –Nonverbal Personality Questionnaire: A study investigating the relationships between the BTI and the FF-NPQ was conducted with university students. The data has been analysed and a report is being written, which will be available by mid 2008.
- BarOn EQ-i: Youth Version (Short) Translations: The EQ-YV (S) has been translated into Zulu, Setswana, Sepedi and Sesotho. Research on these translations is underway, but we are looking for partners in this endeavour!

For more information, please contact research@jvrafrica.co.za

TYPE Temperaments

in the SA Population

MBTI® lovers who enjoy the temperaments will find the following research findings very interesting! The research team crunched the numbers on a sample of over 1 500 recent Form M results. This is what they found...
SJ (beavers/guardians) = 51%
NT (owls/rationals) = 20%
SP (foxes/artisans) = 17%
NF (dolphins/idealists) = 12%

If you include Gender in the equation, one finds the following:

- There are more women who report a preference for SP and NF than there are men who report a preference for these temperaments
- Men who report a preference for NT outnumber women who report a preference for NT by 8%

- Both men and women share high numbers for preference in the SJ temperament.

Ethnically, the results of this research paint a very fascinating picture:

- There is a high percentage of black individuals who report a preference for SP
- There are more white individuals who report a preference for NF and NT than there are black individuals who report a preference for these temperaments
- The difference between white and black individuals who report a preference for SJ is only 3%

We hope the top line information above serves to whet your appetite. If you would like to know more, please email us on research@jvrafrica.co.za for a full copy of the report.

Price Adjustments

Dear Client, please take note that JvR prices will be changing as of the 1st of March. For more information please do not hesitate to contact us on +27 11 781 3705/6/7 (Jhb offices) / +27 21 913 0541 (CT offices) or via email: info@jvrafrica.co.za

Student Open Day

JvR is hosting a Student Open Day on leap day, the 29th of February. Those who attend will be introduced to some of the current issues in their prospective fields of work and will have an opportunity to converse with our professional staff. For more information on the line-up for the day or to confirm your attendance please contact daleen@jvrafrica.co.za

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jopie van rooyen

MBTI®

MUSTS in MAY!

Now that I've got your attention with some terrible alliteration, I can let you know about a very exciting MBTI® visit in May this year!

Linda Kirby and Nancy Barger, international MBTI® experts, will be visiting both our Johannesburg and Cape Town offices in May. "Linda and Nancy are the key developers of the new CPP MBTI® Qualifying programme, which CPP plans to start rolling out in the USA. Linda and Nancy set the international standard for training and application, so come and learn from the best."

They will be running the following events:

Johannesburg:

12 May -MBTI® Step II Accreditation Training
R4 695 (incl. VAT)

13 May -Application of Step II in Teambuilding
R2 500 (incl. VAT)

(Please note that if you are already Step II accredited you need only attend Day 2.)

Cape Town:

15 May -Coaching for Leadership using the MBTI®
R2 500 (incl. VAT)

Linda and Nancy have published several books and articles. Below is a list of currently available publications. Click a title for a detailed description.

The Challenge of Change in Organizations
Helping Employees Thrive in the New Frontier

WORKTypes
Understanding Your Work Personality—

PSYCHOMETRY

CAS – Version 2

To meet the need for an affordable South African range of assessment centre exercises, JvR launched the Competency Assessment Series (CAS) approximately two years ago. During this time, many of our clients have come to know and trust this South African offering in their Assessment and Development Centre work. We are happy to announce that we will soon be launching CAS Version 2. To take the CAS from 'good to great' we have commissioned independent experts who have further enhanced the competency model and the exercises. JvR and the subject experts will also be involved in focused research on the CAS throughout the year ensuring a world class product for our clients.

For those who haven't tried this tool or worked in this area yet, feel free to sign up for our

How It Helps You and Holds You back, and What You Can Do to Understand It

Developing Leaders
Research and Applications in Psychological Type and Leadership Development

Introduction to Type®
Sixth Edition

Introduction to Type® Dynamics and Development
Exploring the Next Level of Type

Type and Change MBTI® Leaders' Guide & Participant's Guide

Introduction to Type and Change
Coming Summer 2004 from CPP

MBTI® Manual
A Guide to the Development and Use of the Myers-Briggs Type Indicator® Third Edition

MBTI® Applications
A Decade of Research on the Myers-Briggs Type Indicator®

The MBTI® Toolkit Series

As you can see, they are a formidable team. I was lucky enough to experience Linda's knowledge, firsthand, when I attended one of her trainings in Dubai in September last year. Trust me, you do not want to miss the opportunity to learn from these two experts. To reserve your seat, please contact training@jvrafrica.co.za.



ILS Guests: Nancy Barger (left) and Linda Kirby (right)



The Johannesburg training will be conducted at Maropeng in the Cradle of Humankind. It is a world-acclaimed tourist destination that is not only part of the South African national pride, but appeals to the world.

Discover the DNA of your TYPE in the Cradle of Humankind!



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jopie van rooyen

BUREAU

Scoring software and copyright

A number of unofficial software scoring programmes seem to be available to psychologists. While it is understandable that this is convenient, we need to caution people strongly about using software scoring

procedures that are not licensed by the publisher of the test, and particularly relying on the reports generated by these assessments. The risks associated with using unlicensed software are often greater than the reward. The

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possibility of making incorrect decisions about people is magnified when using unstandardised assessment and scoring methods, and the damage can impact not only the individual, but the professional too.

The above is especially true when psychologists go to court as expert witnesses. Recently, evidence was given in a court case that could have seriously contaminated the outcome - outdated versions of tests were used; and tests were scored on illegal software that does not provide validity indicators (which upon rescoring indicated that the respondent seriously manipulated his answers, and the scores were different). It is vital that the psychologist ensures the integrity of their assessment, as judges are becoming more and more aware of issues surrounding psychological assessment.

Accurate psychometric results are vital when treating or making decisions about clients. In South Africa, assessments are constantly being researched and standardised for our complex populations, to ensure that individuals are not discriminated against. This is done in cooperation with the recognised publishers of these tests. Continuous research

provides appropriate norms and important updates to the software used to generate reports – to ensure that users receive only the best quality information to guide their decisions.

If you are unsure about the origin or quality of software, please feel free to contact the JvR for assistance.

Did you know?

Any of the following, unless done under license, constitutes copyright infringement:

1. Reproduction of some or all of test items, such as for generating a report of critical or omitted items;
2. Reproduction of scale definitions (scale membership, item weights, and scored direction) used for determining the raw scores scales that were developed for the test;
3. Reproduction of the norm score transformations for the scales that were developed for the test.



The Johannesburg interns: Sandra Bailey (Left) and Yvonne Nieuwoudt (Right)
The CT intern: Pieter de Klerk (below)



NEW KIDS ON THE BLOCK!

Johannesburg

The Psychometry Department welcomes their first new interns, Yvonne Nieuwoudt & Sandra Bailey who started their 6 month internship programme at JvR on the 14 January 2008.

This internship programme is an exciting new process in the life of JvR. As we are frequently called by individuals hoping for available internships or practical exposure to psychometry, we recently collaborated with the University of Johannesburg to provide internships for students registered for

Psychometry studies. However, we still often get calls from individuals who we are unable to assist due to the internships now being filled. For this reason we would like to encourage companies or private psychologists who are interested in assisting in the learning of these very eager students to let us know so that we can put them in touch with you.

For further queries in this regard you are most welcome to **contact the Psychometry Department on 011 781 3705** or fatima@jvrafrica.co.za

Cape Town

Pieter de Klerk, is JvR Cape Town's new Intern Psychometrist and started with us on the 14th January 2008. He is all the way from Kathu, a small mining town in the Northern Cape and he completed his honours degree at the University of Stellenbosch in 2007. He appears to be a well-rounded

individual who enjoys any form of sport, especially golf, cricket, squash, etc. and true to Cape Town style he has recently started a little surfing! We have experienced him as professional and dedicated in all his undertakings and we are very pleased to have him on our team!

→ If you do not want to receive the newsletter, reply to this message with the word "unsubscribe" in the subject line. To ensure that your address is removed from our database, please include the e-mail address the newsletter was originally sent to.

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upcoming events

MBTI Step II	19-20 Feb 2008	Jhb
International Accreditation	2 Days	R4695.00
EQ-I Training	20-22 Feb 2008	CT
International Accreditation	3 Days	R7975.00
CPI 434 and CPI 260	21-22 Feb 2008	Jhb
South African Accreditation	2 Days	R5415.00
Hogan [HPI, HDS & MVPI]	26-27 Feb 2008	Jhb
International Accreditation	2 Days	R7810.00
Student Day on Leap Day	29 Feb 2008	Jhb & CT
Student Open Day	1 Day	Free
EQ-360	3 March 2008	CT
International Accreditation	1 Day	R4260.00