

Lens Blueprint Assessment

Example profiles for team optimisation and managing individual team members.

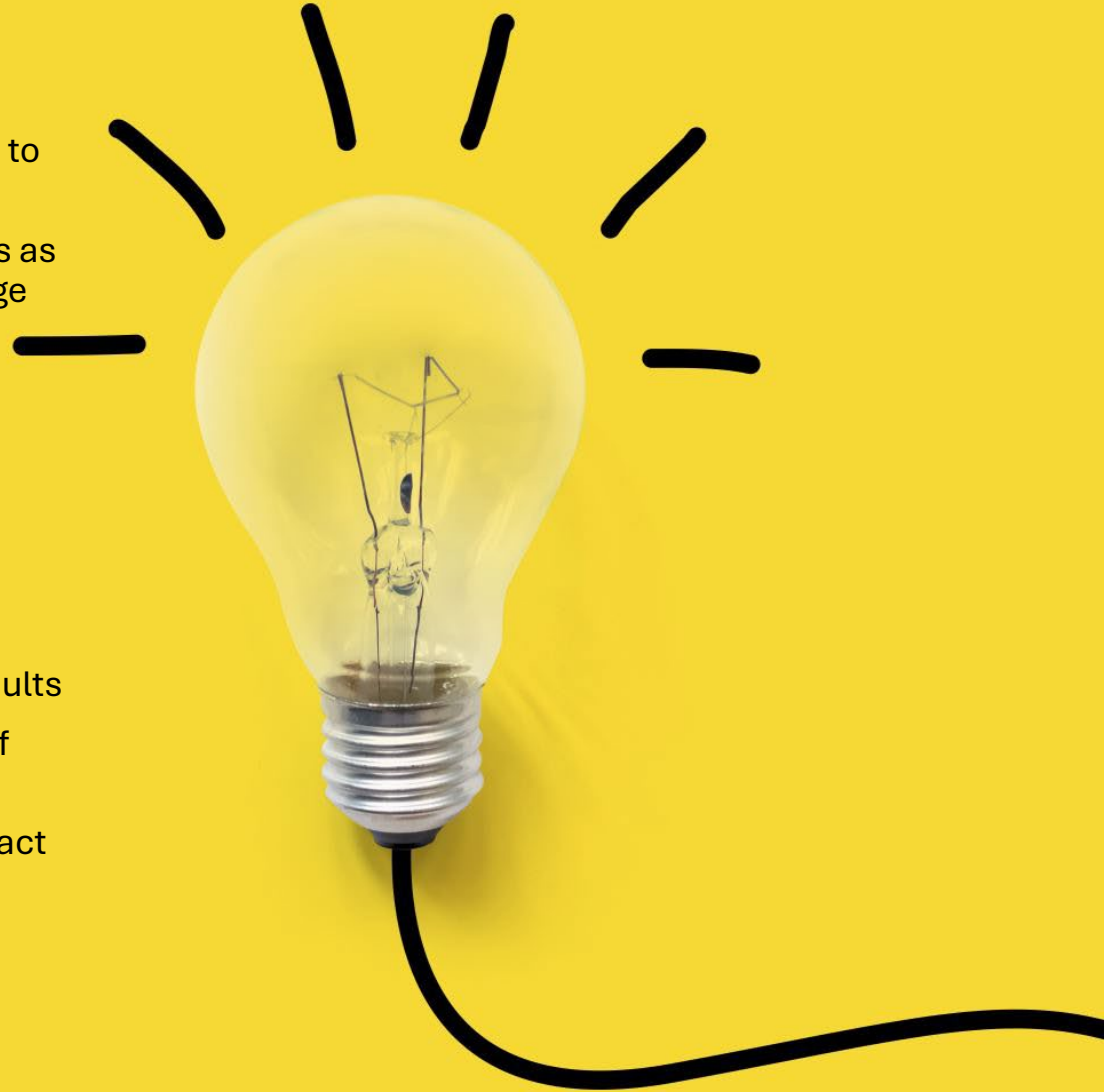


Problem statement

- Limited assessments exist for determining potential in employees that are:
 1. Not language literate or computer literate to complete existing online assessments
 2. Not comfortable with online assessments as English is not the employee's first language

Solution

- Use non-verbal assessments
- Screen for potential across the whole workforce – top to bottom solution
- Use technology to capture and process results
- Facilitated in the employee's language(s) of choice
- Shortened assessment time. Limit the impact on loss of productivity

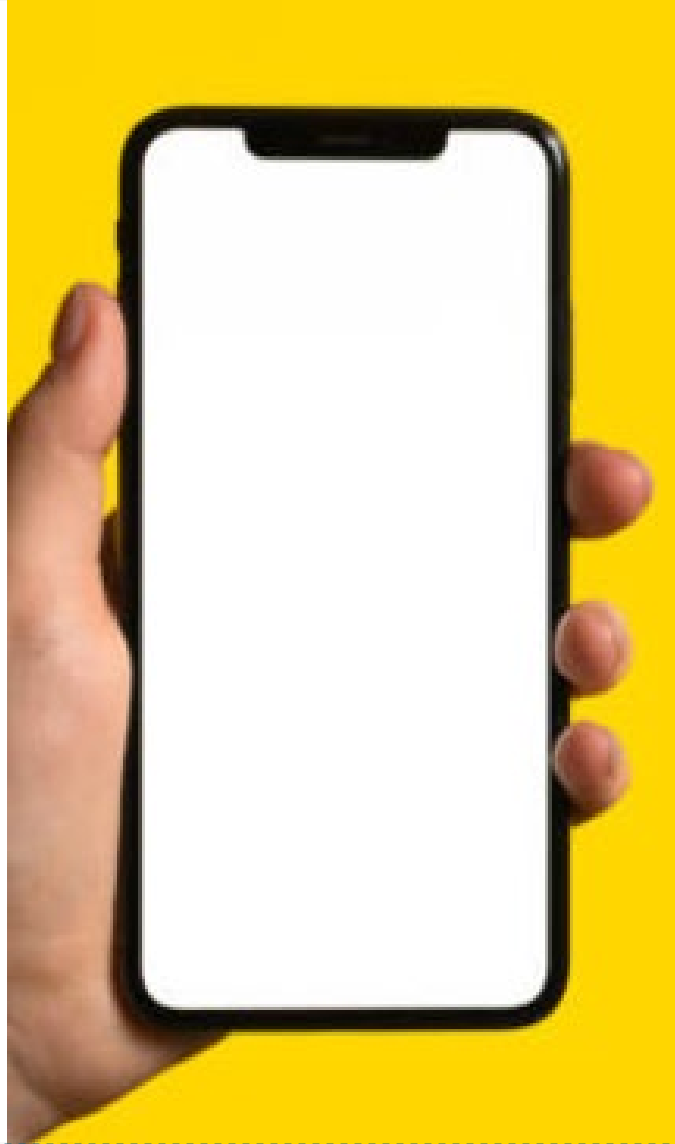


Technology

- Items: non-verbal / pictures
- Using cell phones / kiosks.
- Data is captured directly.
- Immediate results are generated

Application:

- 1. Risk and Safety Identifiers**
- 2. Culture mapping**
- 3. Align productivity in work teams**
- 4. Organizational effectiveness**



Step 1- Assess

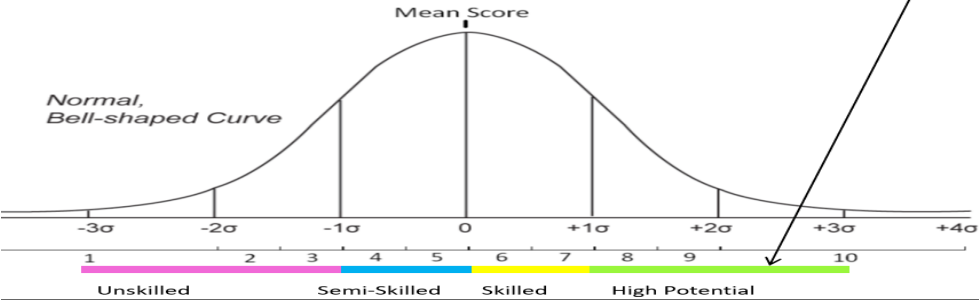


Step 2 – Profile



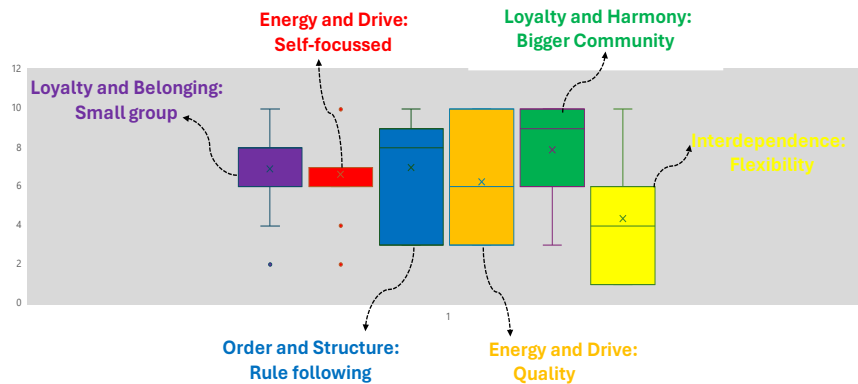
Name	Gender	Age In Years	Birth Date Approx	Sten
Ms L. D.	Female	39.93	19740714	8

Step 3 - Big data

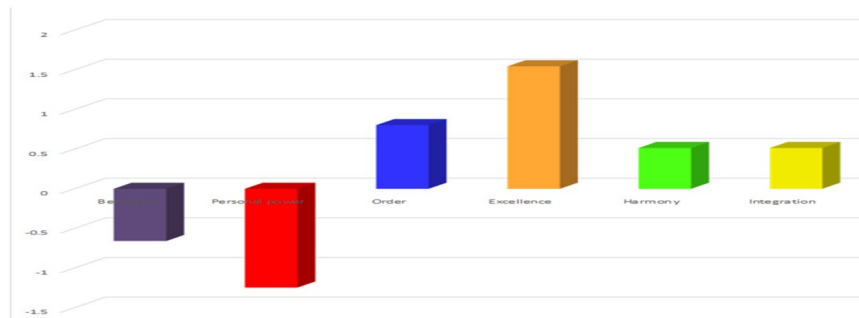


Effective teams and culture is a combination of the process of Accepting and Rejecting of Value Systems

Example of Team Profiles

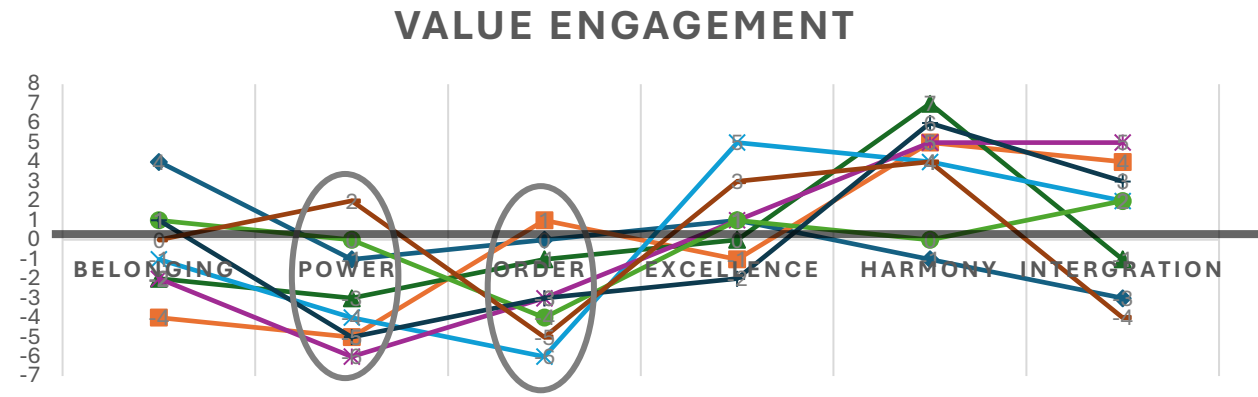


Individual profiles



Description of value systems (Shadow side):

- **Loyalty (Group-think)**
- **Drive (Volatility)**
- **Rule Following (Rigidity)**
- **Quality (Task focused)**
- **Relationship builders (Naïve)**
- **Integration (Disconnected)**

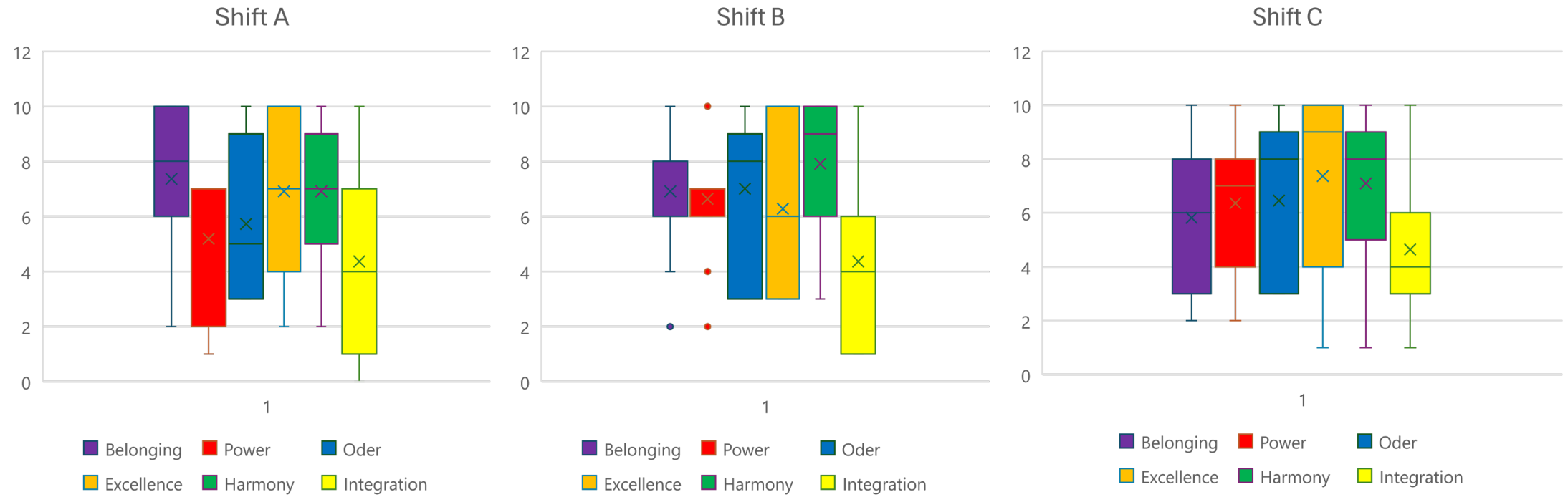


Potential Risk – Pro-active Intervention Recommended

Mapping of teams and organizations for diagnostic interventions and problem solving



Comparing Team results



Reference Project



Platinum mining industry



Brief: selection for potential employees in highly mechanized mining



Assess 4000 candidates in 3 weeks



Individual profiles



Combined reports on all 4000 candidates



Identify organizational culture with focus on safety



Identify potential / talent in the workforce



Identify derailers (negative influencers on safety, culture, teams or production).

Mapping Current Staff To Culture of Safety

Gender	Age in years	Approximate Birth Date	High potential	Skilled	Semi-skilled	Dubious
Male	54,95	19590532	Maybe			
Female	46,94	19670625	No			
Male	26,94	19870603	No			
Male	23,92	19900816	No			
Male	43,99	19700116	Yes			
Male	34,94	19790631	No			
Male	28,96	19850415	No			
Female	24,91	19890902	Yes			
Male	23,95	19900529	No			
Male	53,96	19600424		No		
Male	49,97	19640306		Maybe		
Male	49,92	19640804		No		
Female	47,96	19660412		Yes		
Male	47,90	19661014		No		
Female	40,92	19730823		Yes		
Male	39,95	19740523		Maybe		
Female	36,93	19770727		Maybe		
Male	33,93	19800715		No		
Male	31,99	19820132		No		
Female	28,91	19850901		No		
Male	24,95	19890506		Yes		
Male	24,89	19891117		No		
Male	24,89	19891120		No		
Male	21,98	19920206		Yes		
Male	56,93	19570706		No		
Male	52,95	19610523		Maybe		