



## RFP: Psychometric Assessments Q&As

1. Structure of pricing schedule per test battery: Must the pricing schedule per battery be calculated for one candidate only for the different levels of employees (i.e. Executive, Senior Management, Middle Management, Junior Management, non-management and below), which you can then multiply by the exact number of candidates when the need arises? Or should it be based on a certain, minimum number of delegates for example, ten (10) per battery per employee level?

**Yes, the pricing schedule should be per battery for each candidate at per level. This can in turn be multiplied by the number of candidates.**

2. Competency Framework: Does the EPPF have a competency framework for the organisation which can be used to map psychometric tests?

**Yes, the EPPF has a Competency Framework that will be shared with you should you be successful.**

3. Level of employees to be assessed: Will all candidates be assessed for all jobs (i.e. from Executive all the way down for all jobs) or will only some levels of jobs require psychometric assessment (e.g. Only Executives, Senior Management, Middle Management, Junior Management and some specialist jobs such as accountant) ?

**All levels will be assessed and shortlisted candidates will be assessed.**

4. Include Assessment for Development: Should the proposal also include the cost for development assessment of employees and if so, for which level of employees?

**No, this can be at an ad hoc basis as it will depend on levels and sometimes role.**

5. Management and Candidate feedback of results: Should the proposal include the cost for feedback to both management and the candidates or only to management?

**Yes, the cost should include both feedback for management and candidate.**