

SERVICES OVERVIEW

GM Gamoo Psychometrists (GMPS) provides a range of professional **psychometric, psycho-educational, career development, and organisational assessment services** designed to support individuals, learners, professionals, and organisations in making informed decisions about development, career paths, and talent management.

Psychometric Assessments

Psychometric assessments are scientifically developed tools used to measure cognitive abilities, personality traits, motivations, and behavioural tendencies.

GMPS offers professional assessment services including:

Cognitive Assessments

- Cognitive Process Profile (CPP)
- Cognitive competency evaluations
- Intellectual capability assessments
- Cognitive matrix and development reports

These assessments evaluate an individual's thinking processes, problem-solving abilities, and decision-making capacity. They are commonly used for leadership development, career planning, and organisational role alignment.

Personality and Motivation Assessments

GMPS conducts assessments designed to understand how individuals think, behave, and what motivates them.

Services include:

Value Orientations Assessment

Evaluates personal values that influence workplace behaviour, leadership style, and decision-making.



Motivational Profile

Measures motivational drivers, work preferences, and factors that influence performance and engagement.

Learning Orientation Index

Assesses how individuals approach learning, development, and acquiring new knowledge.

Psycho-Educational Assessments

GMPS provides assessments for learners and students to support academic development and educational planning.

These assessments help identify:

- Learning strengths and weaknesses
- Academic potential
- Learning barriers
- Cognitive development patterns

The results assist parents, educators, and students in making informed educational decisions.

Career Guidance and Career Assessments

GMPS provides career planning services designed to help individuals choose appropriate career paths.

Career Development Assessments

These services include:

- Interest and aptitude assessments
- Strength identification
- Career planning tools
- Personal development insights



Programs may include career exploration platforms that provide insights into career interests, motivations, strengths, and future skills.

Pre-Employment and Talent Assessments

GMPS assists organisations with recruitment and talent identification through professional psychometric testing.

Services include:

Pre-Employment Assessments

Used during recruitment to evaluate:

- Cognitive ability
- Personality fit
- Integrity and risk factors
- Leadership potential

Integrity Assessments

Integrity assessments help organisations identify potential behavioural risks and ethical tendencies in candidates.

Organisational and Team Assessments

GMPS offers assessment solutions for teams and organisations to improve performance and workforce alignment.

Services include:

- Integrated competency reports
- Team and group assessments
- Team ethos reports
- Organisational cognitive mapping



- Intellectual diversity analysis
- Cultural diversity insights

These assessments help organisations better understand team dynamics and improve organisational effectiveness.

Competency Mapping and Role Alignment

GMPS provides role-based assessments that evaluate how well an individual fits the cognitive and behavioural requirements of a position.

Services include:

- Contextualised competency mapping
- Cognitive person-role matching
- Team-role matching
- Organisational cognitive mapping

These services assist organisations in aligning talent with job requirements.

Coaching and Development Services

GMPS supports individual and organisational development through professional coaching and dialogue facilitation.

Individual Coaching

Supports individuals in personal growth, leadership development, and professional alignment.

Organisational Dialogue Facilitation

Facilitated discussions designed to improve communication, strengthen relationships, and build healthy workplace cultures.



Training and Professional Development

GMPS offers training programs designed to support professionals and organisations in applying psychometric tools and leadership insights.

Programs include:

- Psychometric accreditation training
- Refresher training for accredited practitioners
- Professional development workshops
- Masterclasses on assessment tools and interpretation

Counselling and Consultation Services

GMPS provides professional consultation and counselling services for individuals and families.

These services include:

- Individual counselling
- Family counselling
- Consultation sessions
- Assessment feedback sessions
- Psychological guidance and support

Group Assessments and Workshops

GMPS also facilitates group-based assessment sessions for organisations, schools, and teams.

These may include:

- Group counselling sessions



- Group assessments
- Development workshops
- Leadership and team development programs

Bureau and Assessment Administration Services

GMPS can provide full psychometric bureau services including:

- Candidate engagement
- Assessment administration
- Data processing
- Reporting and interpretation
- Feedback sessions

