Enabling better talent decisions with
personality questionnaires

With the ADEPT-15® adaptive employee personality assessment, cut-e measures exactly those personality dimensions vital to success

What's on the surface is only half the picture

People are the key to achieving sustainable competitive advantage. The right people at the right place at the right time is critical to business performance.

➡ How do I identify the best potential?
➡ What personality traits are essential in each position?
➡ How can I recognise what is critical for success – quickly and easily?

ADEPT-15 is a scientifically based assessment designed to accurately uncover the unique aspects of an individual's personality to help organisations hire, promote, and develop the very best talent. It has been proven by over **8 million global administrations**, is backed by **50 years of research**, and is built upon a database of **350,000 unique items**.

Top–scoring employees and candidates are:

3x more likely to be **top performers**	**2x** more likely to be a **culture fit**	**3x** more likely to be **strategic thinkers**	**2x** more likely to be **high potential**	**1.5x** more like to be **highly engaged**	**2x** more like to be **outstanding sales people**	**2x** more like to be **highly adaptable**

Designed for use in
- Talent acquisition
- Leadership, development and coaching
- Team effectiveness
- All industries and roles
  (e.g., executive, managerial, professional)

ADEPT–15®
- An adaptive, IRT questionnaire
- Optimised for mobile and desktop use
- Test time of 25 minutes
- Available in over 25 languages

ADEPT–15® Personality Model

1 Task style

Drive	relaxed vs. focused
Structure	big picture vs. detail focus

2 Adaption style

Conceptual	practical vs. abstract
Flexibility	consistent vs. flexible
Mastery	doing vs. improving

3 Achievement style

Ambition	contented vs. striving
Power	contributor vs. controller

Teamwork style 6

Cooperativeness	independent vs. team-oriented
Sensitivity	stoic vs. compassionate
Humility	proud vs. humble

Emotional style 5

Composure	passionate vs. calm
Positivity	concerned vs. hopeful
Awareness	insulated vs. self-aware

Interaction style 4

Assertiveness	cautious vs. socially bold
Liveliness	reserved vs. outgoing
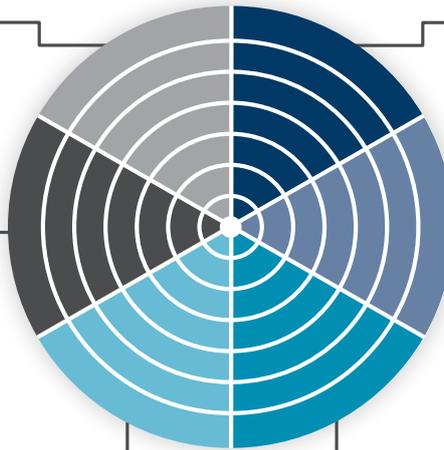
➔ **6** Broad workstyles

➔ **15** Aspects of personality

➔ **Rooted in science** – Relies on modern data science and psychometric techniques to mitigate socially desirable responding or other attempts to "game" the test and to ensure accurate prediction of on-the-job behaviour.

➔ **Impactful** – Is useful for addressing a wide variety of your organisation's most pressing human capital challenges, including identifying and selecting, promoting, and developing high performers.

➔ **Globally relevant and fair** – Developed from the ground up to be globally accurate, "culture-free", and have minimal demographic (ethnic, cultural, gender, disability status, etc.) differences.

Available languages
The system, assessments and reports are available in over 25 languages. Additional languages can be requested.

Available norm groups
We continually update and add to the international and local sets of norm groups.

About cut-e: Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

smart. valid. preferred.

cut-e.com

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an Aon company