

Detect who is going to cause problems with **squares**

The first fair and valid integrity test that really works!

What makes squares special?

Can one predict who is going to cause the company embarrassment, steal or damage company property or be involved in a corruption scandal? Can an amoral cash investment by an investment banker or the illegal sale of a CD with sensitive data by a programmer be traced back to one common denominator?

Being able to predict counterproductive work behaviour is of great practical importance in order to save enormous costs.

Predicting counterproductive work behaviour is a new way to add additional value to assessments. Absence from work, fraud, or dangerous conduct causes a lot of damage. *squares* is a new online questionnaire which not only considers the person but also their situation. The items describe behaviour rather than traits, which allows the prediction of counterproductive behaviour without stigmatizing those scoring low on the questionnaire.

Uses

Online screening: Using *squares* can significantly reduce the probability of counterproductive work behaviour in people screened. *squares* adds particular value to jobs where security and risk management play an important role (e.g. security staff, police or finance professionals).

On-the-job development: Staff productivity can be significantly increased with targeted training measures based on the *squares* results.

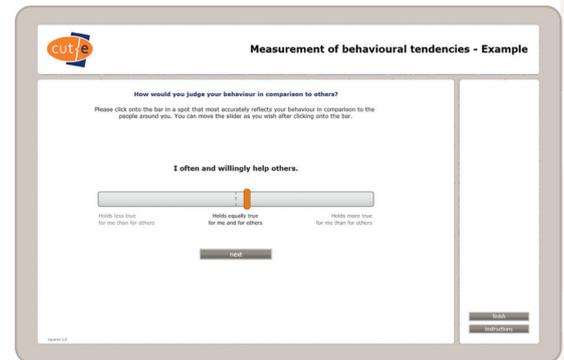
Corporate citizenship strategies: *squares* can be used for teams, departments or entire companies to identify critical aspects and to provide an ideal starting point for corporate development processes.

Predicting tenure: *squares* gives a good insight into whether an employee is likely to stay in an organisation, thus allowing companies to reduce undesired fluctuation and recruitment costs.

Safety: The safety report available from *squares* shows how safe, compliant and cautious someone is. This can be used in selection or regularly before shift start to keep people and property safe.

Basis

- *squares* is designed to measure and assess the probability of counterproductive work behaviour in a work context.
- Participants are required to put themselves in certain situations in order to compare themselves to others.
- *squares* is based on a theoretical framework model on the appearance of counterproductive work behaviour which takes into account the participants' specific situation and the possibility of change through training.



Screenshot squares questionnaire

squares concept model

	Factor	Facet	Behaviour
Trustworthy	Impulse control	Disciplined	Able to resist temptation well; hardworking; not easily distracted.
		Conscientious	Punctual, well organized; knows the rules and adheres to them.
		Cautious	Has a good sense of risks; acts very carefully; does not get bored easily.
	Ethical awareness	Empathetic	Kind and gentle person; can see others' perspectives; cooperates well.
		Honest	Open and honest; sticks to what has been promised.
		Reflective	Thinks things through; considers interrelation of others' needs.

Process & administration

squares is optimised for unsupervised online administration and only takes approx. 10 minutes to complete. Thanks to an innovative item format *squares* is very user-friendly, intuitive to understand and easy to complete. The language used in *squares* is kept as simple as possible so that valid results are achieved from people with a very low to a very high level of education.

Results, available languages & norm groups

- The results can be called up simply and easily online. They are arranged clearly in a profile chart, with supporting interpretative guidance designed for fast and simple use.
- Different report formats are available for screening, development and various target groups ensuring that they are understandable and transparent. *squares* results do not discriminate or stigmatize any participant.
- The system, questionnaire and reports are available in several languages with a range of norm groups. These are updated regularly.

cut-e is world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. *cut-e* helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. *cut-e* carries out over 4 million assessments per year in over 70 countries and 40 languages.

