Effective recruitment

For years, research has shown that aptitude tests are powerful predictors of long-term professional success. Virtually no other tool can offer as much added value for HR decision making with comparably small resource investment. For recruitment in particular, aptitude tests offer an efficient and valid way of (pre-)selection.

With the *scales* test battery, *cut-e* provides cognitive aptitude tests for a range of target groups.

**Basis**

The *scales* aptitude tests are developed by *cut-e* to make best use of web technology and are designed in such a way that reliable, decentralised execution is possible, without the need for a test supervisor to be present. This means that all tests can be used to identify potential as well as being particularly suitable for efficient pre-selection as part of the online recruitment process.

**Overview scales aptitude tests**

With the *scales* tests, *cut-e* provides instruments for the measurement of aptitudes for different target groups and assessment requirements:

<table>
<thead>
<tr>
<th>Category</th>
<th>Measurement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Numerical ability</strong></td>
<td>Numerical reasoning • Numerical interpretation • Numeracy skills</td>
</tr>
<tr>
<td><strong>Verbal ability</strong></td>
<td>Verbal reasoning • Verbal interpretation • Simple understanding of instructions</td>
</tr>
<tr>
<td><strong>Abstract logical abilities</strong></td>
<td>Logical reasoning • Inductive-logical reasoning • Deductive-logical reasoning</td>
</tr>
<tr>
<td><strong>Specific cognitive abilities</strong></td>
<td>Information competence • Short-term memory • Power of observation • Learning aptitude • Memory for faces • Concentration • Reactivity • Multitasking capability • Spatial reasoning • Visual thinking • Sense of orientation • Perceptual speed • Hand-eye coordination</td>
</tr>
<tr>
<td><strong>Special knowledge/skills</strong></td>
<td>Language proficiency (English, German) • Calculating capacity • Mechanical-technical understanding</td>
</tr>
</tbody>
</table>

The *cut-e scales* tests can be assembled individually – a detailed overview of the *scales* tests is available on request.

**Screenshots scales aptitude tests**

<table>
<thead>
<tr>
<th>Measurement of multitasking capability</th>
<th>Measurement of numerical reasoning</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Image of multitasking capability]</td>
<td>[Image of numerical reasoning]</td>
</tr>
</tbody>
</table>

*Screenshot shows the user interface for multitasking and numerical reasoning tests.*
Characteristics

All scales aptitude tests have the following characteristics:

- **Self-explanatory** through interactive example sequences.
- **Cheat-proof** due to item generators. (This unique technology generates an individual test for every participant and thus prevents cheating as no sample solutions exist and learning effects, if tests are repeated, are negligible).
- **Hardware-independent** due to vector graphics. The way every task is displayed adapts to the user’s screen setting (resolution and proportion), and thus avoiding any possible negative effects caused by the hardware used or the user’s internet connection.
- **Language availability**, in order to guarantee comparability and fairness for participants of different mother tongues. The system and the instruments are available in more than 25 languages.
- **Valid test results** with a maximum test time of 15 minutes.
- **Scientifically sound** – ensured through continuous standardisation and validation studies in cooperation with companies and universities.
- **Certified by Det Norske Veritas**, according to the framework of the International Test Commission.
- **Seamless integration** into existing recruitment workflow systems.
- **No barriers** in accordance with the provision for creating barrier-free information technology based on the equal opportunities act.

Process & administration

Processes can be managed either by cut-e or by clients autonomously. Many different functions are available for entering and adding projects and candidates, for sending e-mails and creating various reports.

Results

The results can be called up simply and easily online. They are clearly arranged in a profile chart, or alternatively narrative feedback reports can be generated.

Available languages & norm groups

The system, tests and reports are available in several languages. Additional language versions are available on request. The international and local set of norm groups as well as the language versions are continually updated.

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*cut-e* is world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. *cut-e* assesses over 2 million people per year in over 70 countries and 25 languages. *cut-e* helps companies identify people with the right capabilities and cultural fit to deliver optimal business results.