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## New integrity assessment from cut-e helps companies identify problem employees

Companies who select employees by assessing and looking for only the characteristics that indicate success are missing valuable and rich information says online testing and assessment leader, the cut-e Group.

Dr Achim Preuss, founder and MD of the cut-e Group explains, "It makes sense to look for success indicators as these are the drivers of productivity and beneficial to the organisation – but it is only one side of the coin: it is just as important to look for those behaviours which may not be advantageous or constructive. We find that employers often ignore the flip side that is the darker aspect of those positive characteristics – and don't look at the positive aspects of what are thought to be more negative qualities. It's a common problem as it requires us to understand that our behaviour is not just based on us as a person, but is influenced by our situation."

To help with this, cut-e has created a new assessment tool, squares, to measure exactly these hard-to-assess characteristics – in situations - and can be used alongside more traditional online assessments of ability and personality.

cut-e built on previous research that showed that undesirable conduct depends not only on the individual, but on the interaction of the person and the specific situation. As well as the impact of external pressure, other situational aspects can provoke counterproductive behaviour such as distraction, a lack of clarity, boredom, or complacency. It is the individual's ability to resist these aspects or influences that determines their behaviour.

squares identifies the degree to which a person is vulnerable, in different situations, to show counterproductive behaviour. Its richness comes from looking at the combination of the person and their situation and can then predict unhelpful behaviours.

Behaviours that are seen as being unhelpful are those that cause short and long-term damage to the business, directly oppose the interests of the organisation – and are intentional. Such behaviours include: absenteeism, sabotage, betrayal of company confidentiality, theft, destruction of property, fraud, corruption, dangerous or accident-provoking conduct, harassment or bullying of colleagues - and can be found across all levels and within all functions of an organisation.

squares can be used when assessing any role – from the more junior roles through to the most senior – and its psychometric properties have been tested and confirmed.

# Press Release



Summing up, Dr Achim Preuss comments, "With the addition of the squares assessment tool to a selection process, companies are able to not only identify those people who have the abilities and the cultural fit to succeed in the company, but also detect who is likely to cause problems in situations which are relevant for the job at hand."

## About cut-e

cut-e Group is the world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. We help companies identify people with the right capabilities and cultural fit to deliver optimal business results and over 4 million people each year are assessed using our tools throughout 70 countries and across 40 languages.

Founded in 2002 by Dr Achim Preuss and Andreas Lohff, the company is based in Hamburg, Germany and now has a presence in 27 countries. cut-e counts a large number of leading employers amongst its clients, including Audi, Barclays, Boeing, BP, Burger King, Carlsberg, Colgate, Dell, Lufthansa, Monster.com, Ricoh, Siemens, Starwood Hotels & Resorts and Volkswagen.

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