Your partner in online assessment

EAWOP Congress
20th – 23rd May 2015
Welcome to the EAWOP Congress 2015 in Oslo, Norway

This year’s EAWOP Congress focuses on managing people and organisations in turbulent times.

Given the significance of respectful and effective leadership, and the role psychologists and researchers must play, cut-e is proud to be the Diamond sponsor of this event.

As a leader in online assessment, our tools are being used over 4 million times a year to help organisations improve their recruitment, selection and development decisions – and to manage their talent resource.

We believe that finding the perfect match between personal values and corporate culture, and between employees’ interests and corporate objectives creates true competitive advantage.

Finding this match governs everything we do at cut-e
We provide tools, knowledge and expertise for the scientific measurement of the human factor. We enable people to make informed decisions about their business, their staff, their own career and their own life. We understand that these decisions are business critical – and we take our role in this very seriously and feel a strong responsibility to provide excellent quality products. Our scientific advisory board independently verifies our products and challenges us to utilise current research to improve assessment. The validity studies we conduct with clients and selected universities demonstrate that our assessment tools and solutions make an impact.

We are not just sponsoring EAWOP - we are actively taking part
We will be presenting our research looking at the assessment of creativity and innovation – and we will be sitting on the panel for the discussion concerning candidate centric assessment. There are a number of symposia in which we will be sharing our thinking: situational performance measurement; a fresh take on assessing and managing workplace performance; and combining science and practice for compelling leadership development.

We very much look forward to talking with you throughout the coming days – whether it is within the sessions and symposia themselves, over dinner, during the breaks or on our exhibition stand in the Foyer. We look forward to this enjoyable – and valuable – Congress.

Espen Skorstad
Managing Director cut-e Norway

Rudi Myrvang
Managing Director cut-e Nordic

The ice cream’s on us!
To thank all the thousands of scientists who help to make psychometric testing so valuable, drop by our stand for an ice cream.
cut-e psychometric assessments

We design and implement online tests and questionnaires for recruitment, selection and development of people in the business world. As a market leader, we offer aptitude- and competency-based online assessments that are used by millions of people each year.

- cut-e tools combine smart technology with psychometric expertise thereby ensuring the selection of the most talented and best-suited candidates for organisations.
- Our range of 70 online aptitude, personality, motives and values assessments is available in 40 languages.
- We develop tailored online Realistic Job Previews (RJP’s) and Situational Judgement Questionnaires (SJQ’s).
- Using a job profiling tool, cut-e creates personality profiles which reflect the essential competencies and behaviours which equate to success in a job role.
- cut-e seamlessly integrates assessments with all Applicant Tracking Systems (ATS).

Services offered by cut-e include

- Expert advice on online assessments
- Assessment centre design and implementation
- Structured leadership development activities and assessments of team functioning
- Advisory services for intelligent, targeted and focused talent attraction campaigns
- Management and operation of Applicant Tracking System (ATS) to screen candidates
- Candidate assessments and competency-based interviews
- Automated online video interviewing

Clients who trust in cut-e include:

[Image of logos of various companies]
Highest scientific standard

cut-e works continuously to ensure that our tests adhere to the highest quality standards, and all our tests go through rigorous scientific evaluation. Our tests and instruments are reliable, objective and valid. We research and improve our tools, and work with our clients and selected universities on psychometric research projects. As a part of our commitment to maintaining high quality standards, we are proud to offer a full DNV GL Certified test battery, including the personality test *shapes management* and 16 ability tests from our *scales* battery. cut-e also offers training courses approved by DNV GL which provide the pre-qualification needed for the certification of recruitment personnel and test users.

Fairness for all candidates across countries

When designing an assessment, we pay close attention to the candidate experience to guarantee a high level of acceptance of the tests by the applicants – and thereby a better recruitment process for our clients. Our tests are developed to be fair to your applicants, and valid for your roles. By using adaptive testing approaches in our product development, the selection assessment time is as short as it can be, again helping to increase the acceptance of the test by the candidate.

As part of our assessment policy, we believe that candidates should receive open, specific and differentiated feedback – and our product development reflects this. We believe that candidates should be supported in their preferred language where possible, and compared with benchmarks relevant to them. Our online system, tests and reports are currently available in up to 40 languages with further language versions available on request and the continual development of international and local norms provide up-to-date benchmarks.

cut-e in numbers

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<thead>
<tr>
<th>4 million tests &amp; questionnaires carried out each year</th>
<th>Candidates from over 70 countries</th>
<th>250 employees around the world</th>
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<tbody>
<tr>
<td>400 client references</td>
<td></td>
<td>more than 300 integrations with HRMS (e.g. WebCruiiter, Talentsoft, Taleo, SAP, Lumesse etc.)</td>
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<tr>
<td>over 70 online assessment tools</td>
<td></td>
<td>tests and questionnaires available in 40 languages</td>
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cut-e Norge  
St. Olavs plass 3  
Pb. 7159 St. Olavs plass  
0130 Oslo  
Phone: +47-2236.1035  
Email: info.norge@cut-e.no  
www.cut-e.no