Sustainable competitive advantage can only be achieved through people. Therefore it is essential to have the best employees in the right place at the right time.

- How do I identify the best employees?
- What personality traits are essential for each position?
- How can I recognize these quickly and easily?

With the shapes personality questionnaires, cut-e measures exactly those personality dimensions which are vital to the quality of your HR decisions.

**Basis**

shapes is an adaptive, competency-based questionnaire system. It provides a detailed and efficient assessment of a person’s competencies as a manager, entrepreneur and expert.

Due to the unique cut-e adaptive measurement technology adalloc™, shapes questionnaires are short and user-friendly, while delivering differentiated and precise results.

shapes is based on a personality model that comprises 18 dimensions. A combination of the personality dimensions makes it possible to draw conclusions on the competencies of a person. This enables the formulation of competency-based statements about a candidate’s potential, even if the candidate had no prior opportunity to show the relative behavior associated with a specific competence (e.g. candidates applying for a trainee position).

**shapes competency model**

<table>
<thead>
<tr>
<th>Domain</th>
<th>Interactive</th>
<th>Operative</th>
<th>Intellectual</th>
<th>Emotional</th>
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<td>Role</td>
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<td>Entrepreneur</td>
<td>Manager</td>
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<td>Influence</td>
<td>Management</td>
<td>Effective Communication</td>
<td>Initiative &amp; Responsibility</td>
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<td>Networking</td>
<td>People Development</td>
<td>Constructive Teamwork</td>
<td>Vision &amp; Strategy</td>
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<td>Business Development</td>
<td>Execution</td>
<td>Analysis &amp; Judgment</td>
<td>Self Development</td>
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<td>Bottom-line Focus</td>
<td>Systematic Approach</td>
<td>Professional Expertise</td>
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</table>

**Questionnaire**

The questionnaire can conveniently be completed online. The adalloc™ measurement technology allows for short (15 to 20 minutes) and user-friendly completion. This leads to high acceptance and very low drop-out rates.
Specific target group versions

In addition to *shapes management*, there are versions specific to different target groups.

- **shapes basic**
  Optimized for administrative staff, hourly workers and apprentices; 15 scales with 6 items each; does not measure any management behavior/potential; does not require a university degree.

- **shapes graduate**
  Optimized for college graduates; 18 scales with 6 items each; does not require management experience.

- **shapes sales**
  Optimized for sales functions and direct customer contact; 24 scales with 6 items each; does not require a university degree.

- **shapes expert**
  Optimized for experts without management responsibilities and sales functions; 18 scales with 8 items each; does not measure management behaviors/potential.

- **shapes management**
  Measures specifically the management behavior/potential; 18 scales with 8 items each; appropriate for middle and senior management including management functions.

- **shapes executive**
  Optimized for senior management; 24 scales with 8 items each.

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

There are numerous reporting options which present interpretive narrative and results in terms of personality dimensions or competency-based scores. Additional available features include a structured interview guide, individual development planning form, behavioral style narrative as well as development tips. With the *snap-it* tool, cut-e allows you to use your own requirements specification as a basis for the *shapes* report.

Available languages & norm groups

The system, questionnaire 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.

*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.