Online Assessment
with cut-e

an Aon company

cut-e in numbers

an Aon company

Over
30 million
assessments
carried out each year

2,000
client references

Candidates from more than
90
countries

More than **70**
online assessment tools

400
employees
worldwide

35
offices
worldwide

More than
300
integrations with HRMS

Online assessment available in
40
languages

smart. valid. preferred.

an Aon company

- **cut-e [kju:t]: short, clever, smart and attractive**
- **cut-e delivers substantial and technological solutions for job-related evaluations**
- **cut-e is a Hamburg-based company with more than 200 employees in over 30 countries with core markets in Central Europe, the Nordic countries, UK/Ireland, the US and Southeast Asia**
- **cut-e is a market leader in online assessments with far more than four million annual processes and more than 13 years' experience**
- **cut-e delivers valid, user-friendly, scientifically-proven and significant selection procedures in 40 languages**

➢ **translated by professional translation agencies and culturally validated through local psychologists and cut-e partners**

cut-e instruments

an Aon company

- **self-explanatory**
  - interactive example sequences and test descriptions
- **forgery-proof**
  - item generation
  - *adalloc*™ measuring technology
  - individual parallel versions (sample solutions do NOT exist!)
  - onsite re-test for verification is possible
- **hardware independent**
  - vectored item material
- **barrier-free**
  - based on the Equal Opportunities Act for Information Technology
- **completely administrable online and feasible on any PC**
- **adaptable to any corporate design**

cut-e instruments

an Aon company

- **test results are instantly available**
  - different reporting options and evaluations
  - automatic report delivery by email or reports on demand
- **scientifically supported**
  - standardisation and validation study with universities and partners
- **certified and highest data security standards**
  - DNV (Framework of the International Test Commission)
  - exceeding DIN 33430 process requirements
  - data security certified, according to ISO27001 and ISO27002
  - data processing according to strict German law (§ 11 BDSG)
  - Registered by the Diagnostik und Testkuratorium (DTK) and the DGFP with the reference number 9005561
- **integrable into existing HR software, such as SAP, rexx and Oracle Taleo**

Core products

shapes	Measuring **personality dimensions**
views	Measuring **interests**, **motives** and **values**
squares	Collecting **behavioural tendencies**
RJP custom-built	**Realistic Job Preview**
SJQ custom-built	**Situational Judgement Questionnaire**
scales	Measuring **abilities** and **cognitive performance**
360° feedback	**Management development**, **360° multi-rater feedback**

Norm groups

General

- trainees
- graduates
- trained staff
- experienced staff
- junior expert/young leaders
- experts/managers
- senior experts/managers

+ customer-specific and international norm groups

- norm groups generally consist of 500 people or more
- regular norm group updates

Report options

General

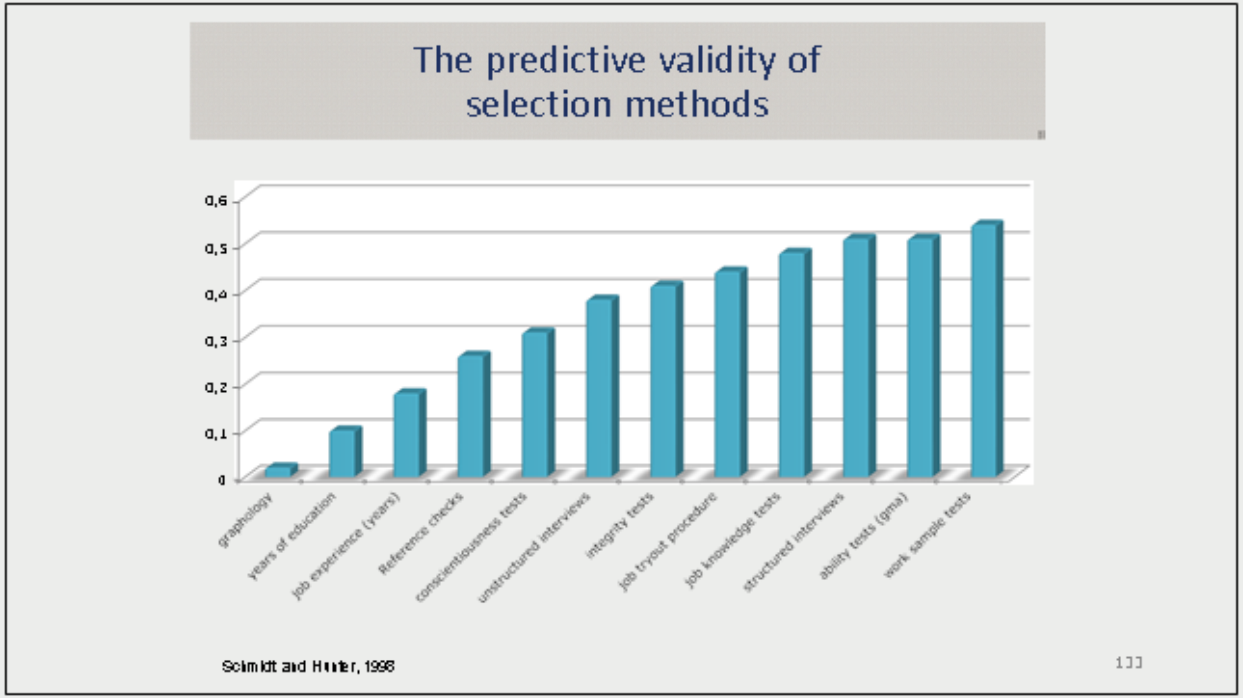
- profile charts (Primary Profile/Benchmark Reports)
- competence profiles (Competency Profile)
- narrative reports
- candidate reports (Participant Reports)
- development reports (Competency Development Reports)
- interview guidelines (Recruitment Reports)
- matching reports
- comparison reports (Multi-merit Lists)
- CEF/CEFR report for English and German test

+ customer-specific reports

scales

scales

The predictive validity



scales overview

Numerical ability

- Numerical reasoning
- Numerical interpretation
- Numeracy skills

Verbal ability

- Verbal reasoning
- Verbal interpretation
- Simple understanding of instructions

Abstract logical abilities

- Logical reasoning
- Inductive-logical reasoning
- Deductive-logical reasoning

Special knowledge and skills

- Language proficiency
- Calculating capacity
- Mechanical-technical understanding

Specific cognitive abilities

- Information competence
- Short-term memory
- Power of observation
- Learning aptitude
- Memory for faces and names
- Concentration
- Reactivity
- Multitasking capability
- Spatial reasoning
- Visual thinking
- Sense of orientation
- Perceptual speed
- Hand-eye coordination
- Monitoring ability
- colour vision
- sense of direction

scales tests - features

Easy to understand by the test taker. Interactive examples are worked through at the start of the test, giving clear instructions and navigation.

Cheat-proof - our unique technology ensures that a different test is generated for each participant.

Short timed tests. A reliable and valid test result after only 15 minutes of test time.

Hardware independent due to our use of vector graphics.

Available in over 25 languages. The majority of participants are able to complete the tests in their first language.

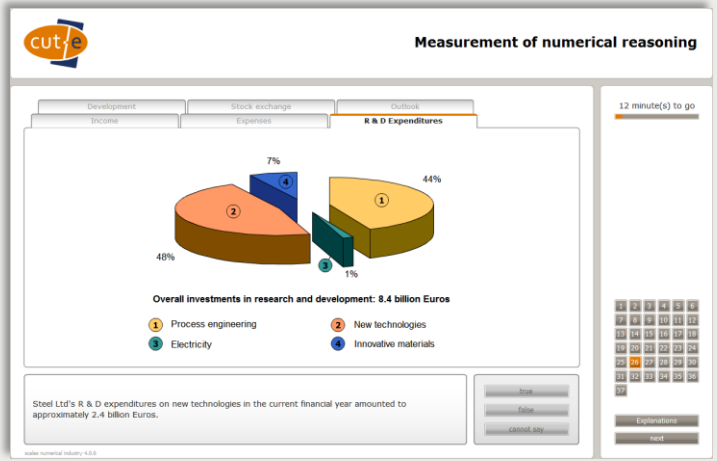
Scientifically sound. Continious standardisation and validation studies take place as part of the research programmes.

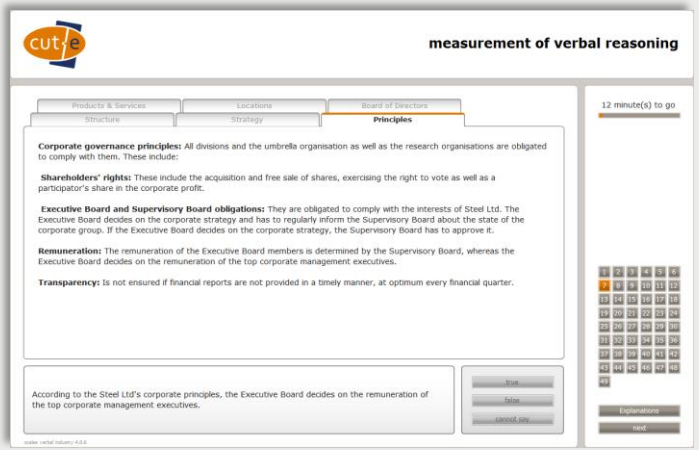
Certified by Det Norske Veritas according to the framework of the International Test Commission.

Proven seamless integration with existing recruitment workflow systems and applicant-tracking systems.

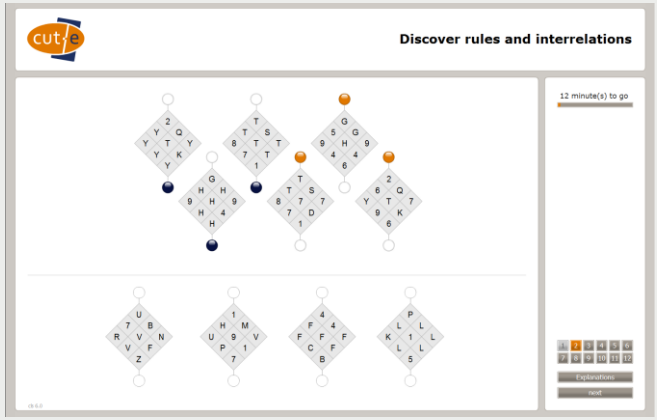
Accessible to those with impairment or disadvantage in accordance with the desire to create barrier-free technology.

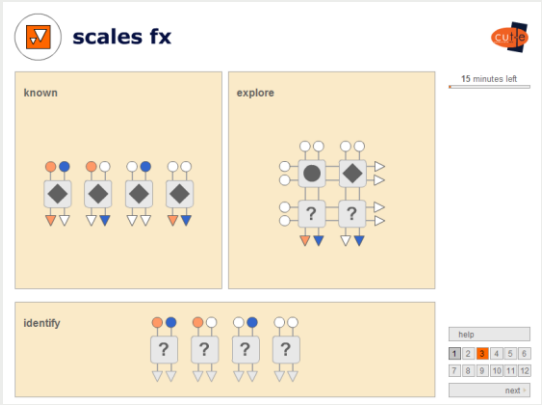
verbal & numerical reasoning

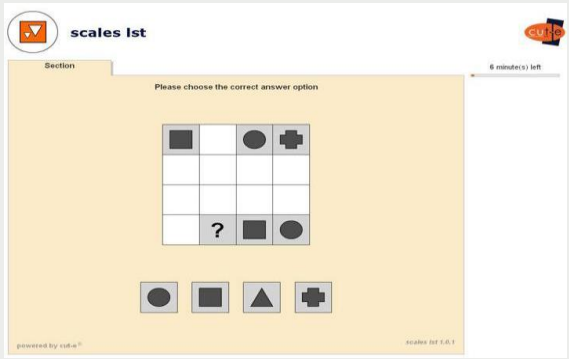


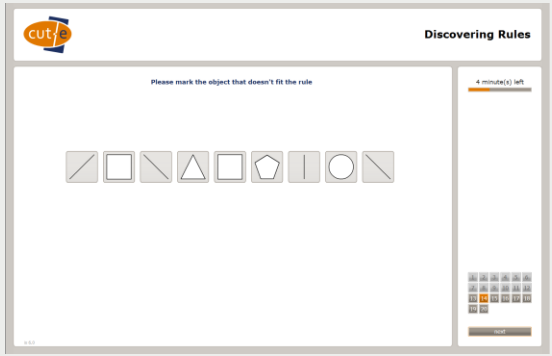


logical inductive & deductive reasoning

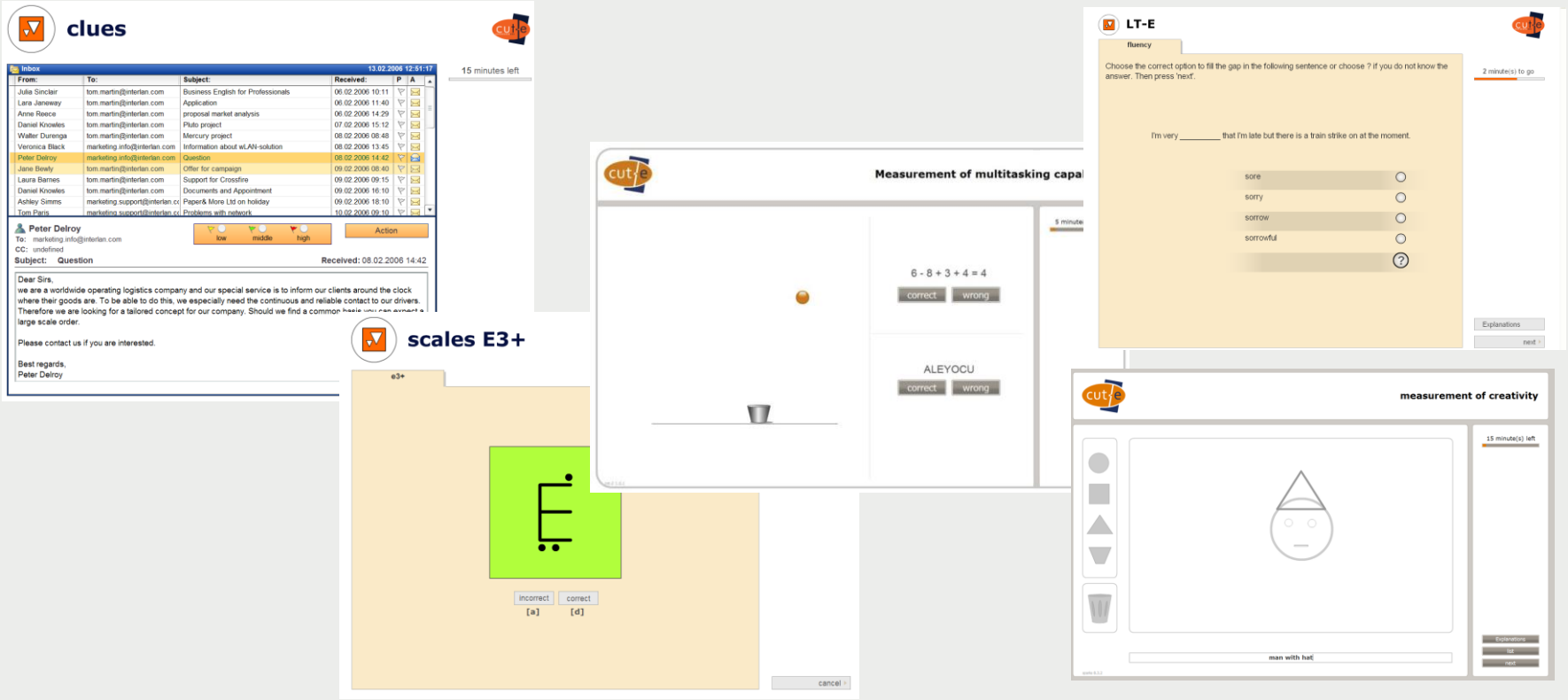




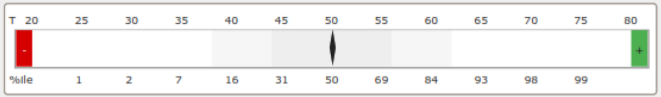




special cognitive abilities

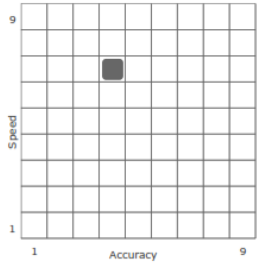


Performance



Raw Score	Percentile Rank (%ile)	T-Score (T)
13,0	50	50

Processing style



Speed

7

Scale: 1-9
slow - quick

Accuracy

4

Scale: 1-9
careless - accurate

Further Details

Items in the test	49
Number of correct responses	20
Number of incorrect responses	14
Responses with wrong data source in front	9
Correct responses with wrong data source in front	4
Items attempted	34
Solved items as a percentage of attempted items	59 %
Language of Administration	German
Norm group:	**General adult population**

scales verbal
Benchmark Report

scales Multi-Merit List

Project: pre-application testing for apprentices

- Norm group: apprentices
- scale: Standard 5
- Date/time: 05.02.2015 13:51

Last name	First name	Email	Maths	Language	Language	Concentration	Total
Kandidat	Karl	karlkandidat@aol.com	**5**	**4**	**4**	**5**	**4.9**
Test	Tina	tina_test@web.de	**4**	**4**	**4**	**3**	**4.1**
Mustermann	Max	m.mustermann@gmx.de	**5**	**4**	**3**	**3**	**3.7**
Bewerber	Bernd	b.bewerber@hotmail.de	**4**	**2**	**4**	**3**	**3.3**
Beispiel	Bruno	bruno.beispiel@gmail.de	**3**	**1**	**3**	**4**	**2.6**
Azubi	Anna	azubi.a@gmx.net	**2**	**1**	**4**	**3**	**2.2**

Ability overview

1. Profile of Results

Capability	Results								
Numerical Reasoning (consumer)					●				
Verbal Reasoning (consumer)				●					
Discovering Rules and Interrelations									●
English Test					●				
	<< Ø				Ø				Ø >>

Norm group: (Post-) Graduates

2. Further Details

Numerical Reasoning (consumer)	average
The task is to draw logical conclusions from complex numerical information. In addition, this test measures the ability to purposefully retrieve the relevant information from a large amount of data. High scores indicate the ability to accommodate complex information under time pressure fast and efficiently and to distinguish it from irrelevant information.	
Performance	Compared to other participants, this candidate shows a capability to handle the tasks in this test effectively which is **average**.
Processing style	The completion of the test was **quite fast** but **inaccurate**, which means that the candidate completed approximately as many tasks as most other participants but, compared to other participants, she made more mistakes.

sparks

sparks

What sparks measures

Fluency

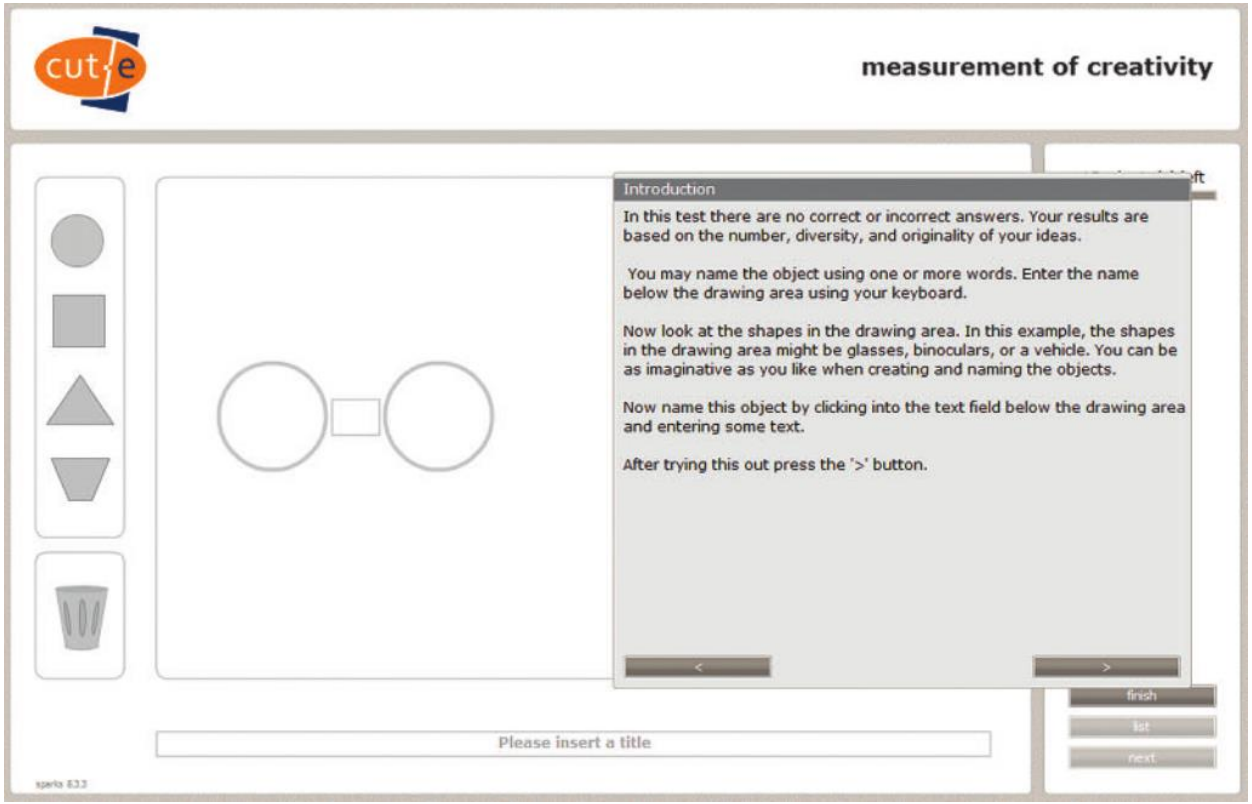
Addresses issues with determination and works quickly; is able to develop many ideas and alternative solutions to a problem

Flexibility

Adapts to the new challenges; does not stop at the first solution, but finds others

Originality

Does not let instructions' prerequisites restrict own thinking; follows own convictions; develops fresh ideas; makes unusual connections



sparks Creativity test

shapes

shapes

shapes - versions

shapes basic

Optimised for administrative staff and apprentices; 15 scales with six items each; does not measure any management behaviour/potential; does not require a university degree.

shapes graduate

Optimised for graduates; 18 scales with six items each; does not require management experience.

shapes sales

Optimised for sales functions and direct customer contact; 24 scales with six items each; does not require a university degree.

shapes expert

Optimised for experts without management responsibilities and sales functions; 18 scales with eight items each; does not measure management behaviour/potential.

shapes management

Specifically measures management behaviour/potential; 18 scales with eight items each; appropriate for middle and senior management, including management functions.

shapes executive

Optimised for senior management; 24 scales with eight items each.

shapes - characteristics

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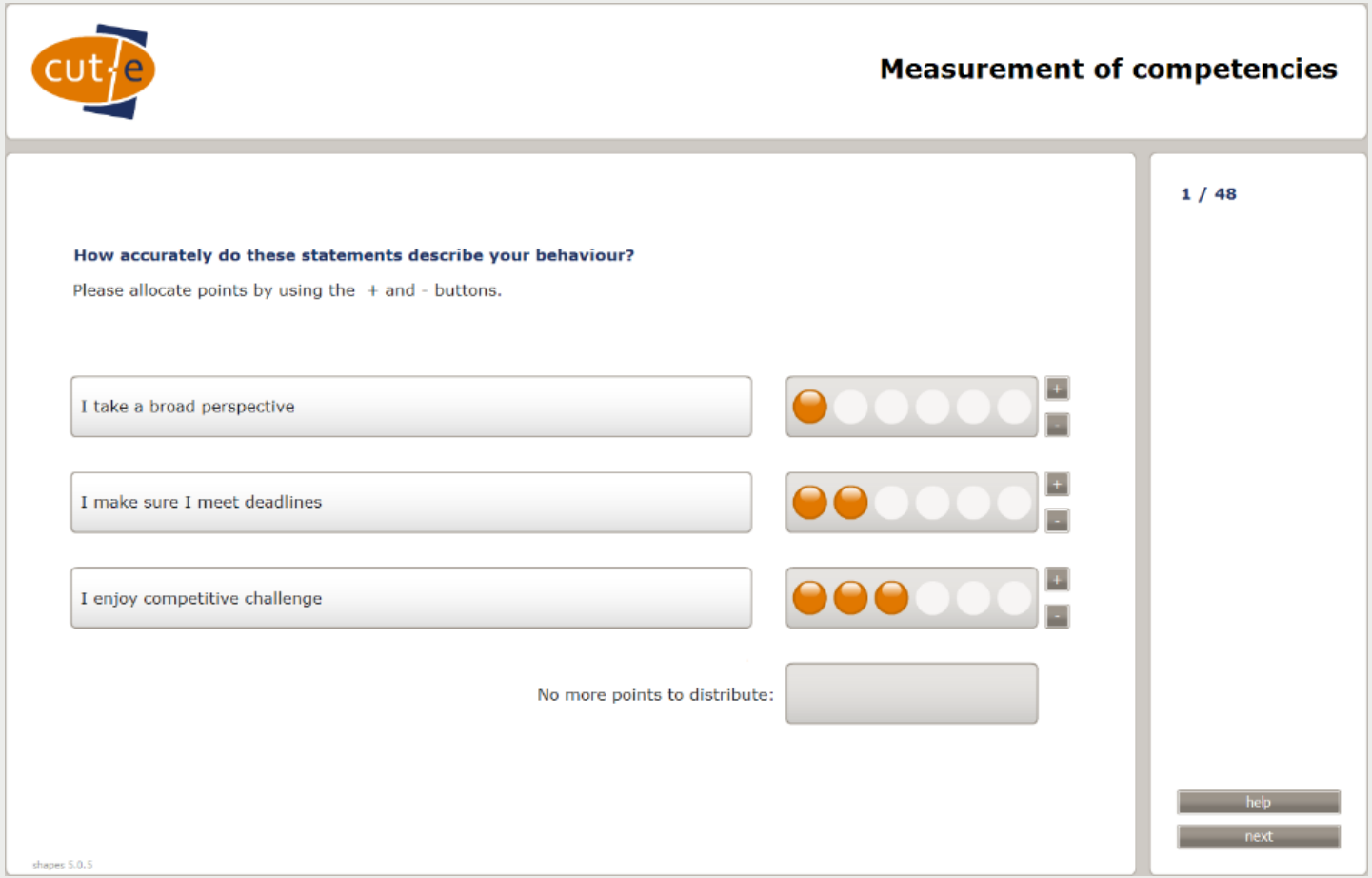
Characteristics

- based on self description
- covers relevant behaviours, potentials and competences
- various dimensions with at least six to eight items/statements each
- up to 18 competences for classification
- random item selection and *adalloc*™ measuring technology
- approximately 15 to 20 minutes
- suitable for all job positions

shapes



shapes (management)
Questionnaire

Categorisation

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	interaction	operational	intellectual	emotional
entre-preneur	Influence Networking	Business development Bottom-line focus	Vision and strategy	Initiative and responibility
manager	People management People development	Execution Systematic approach	Organizational awareness	Steadiness
expert	Effective communication Constructive teamwork		Analysis and Judgement Professional exertise Innovation	Self development

shapes (management) Dimensions

Domain	Dimension	Definition
Interactive	directing	likes to be in charge; leads and directs others; keeps a team focused on objectives
	persuasive	enjoys selling and negotiating; finds it easy to persuade others; influences others and wins their support
	socially confident	comes across as confident and self-assured; feels at ease during presentations and formal events
	sociable	is talkative, lively and sociable; enjoys being in groups; entertains others and has a wide network of contacts
	agreeable	is team-oriented and considerate; enjoys working with others; is supportive and pleasant to be with
	behavioral	is interested in others' behavior; observes and analyzes others' motives and reactions
Operative	prudent	takes a broad perspective; considers the wider consequences of plans and activities
	focused on results	is pragmatic and target-oriented in approach; focuses on reaching results; solves problems quickly and effectively
	systematic	is systematic and well organized; defines clear priorities; plans well ahead and with realistic time-scales
	conscientious	takes care to follow procedures; respects rules and regulations; sees jobs through to the end and pays attention to quality issues
Intellectual	analytical	quickly grasps complex issues and problems; identifies the core of a problem; evaluates information thoroughly
	conceptual	enjoys working with concepts, models and strategies; likes intellectual challenges
	imaginative	can think out of the box; develops imaginative and original ideas and solutions
	open to change	supports new ideas; enjoys change and novelty; continually looks for ways to improve things
Emotional	autonomous	acts on own initiative; follows own direction; expresses own views and opinions freely
	achieving	sets self demanding targets; enjoys difficult challenges; wants to get ahead and succeed
	competitive	likes to compete against others; is determined to win; enjoys talking about own achievements
	energetic	shows drive and determination; takes an energetic approach to work; remains focused and in control under pressure

snap-it

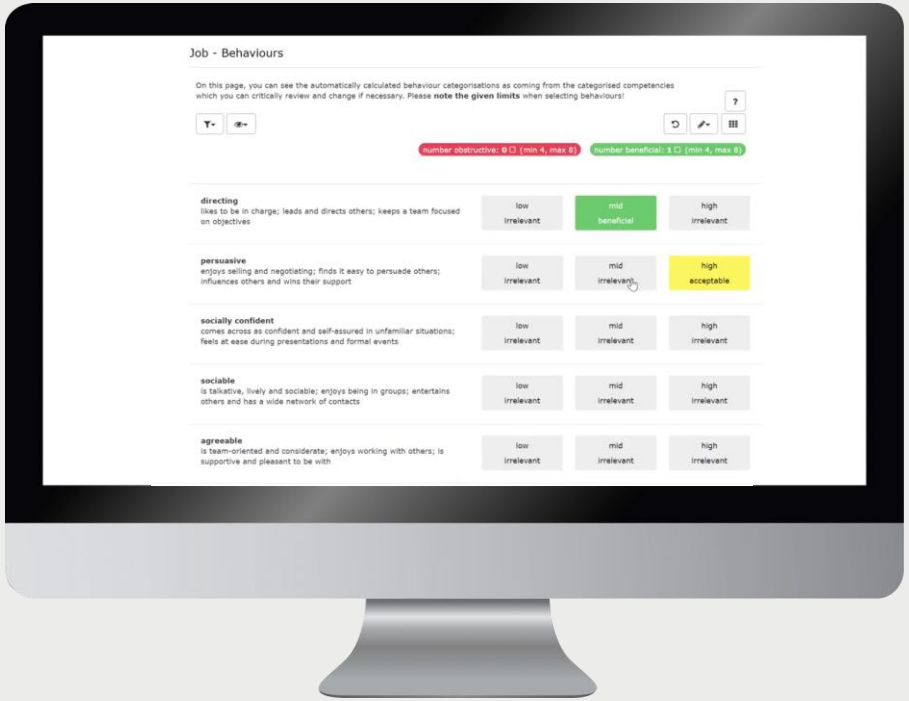
snap-it

snap-it – specifying job requirements

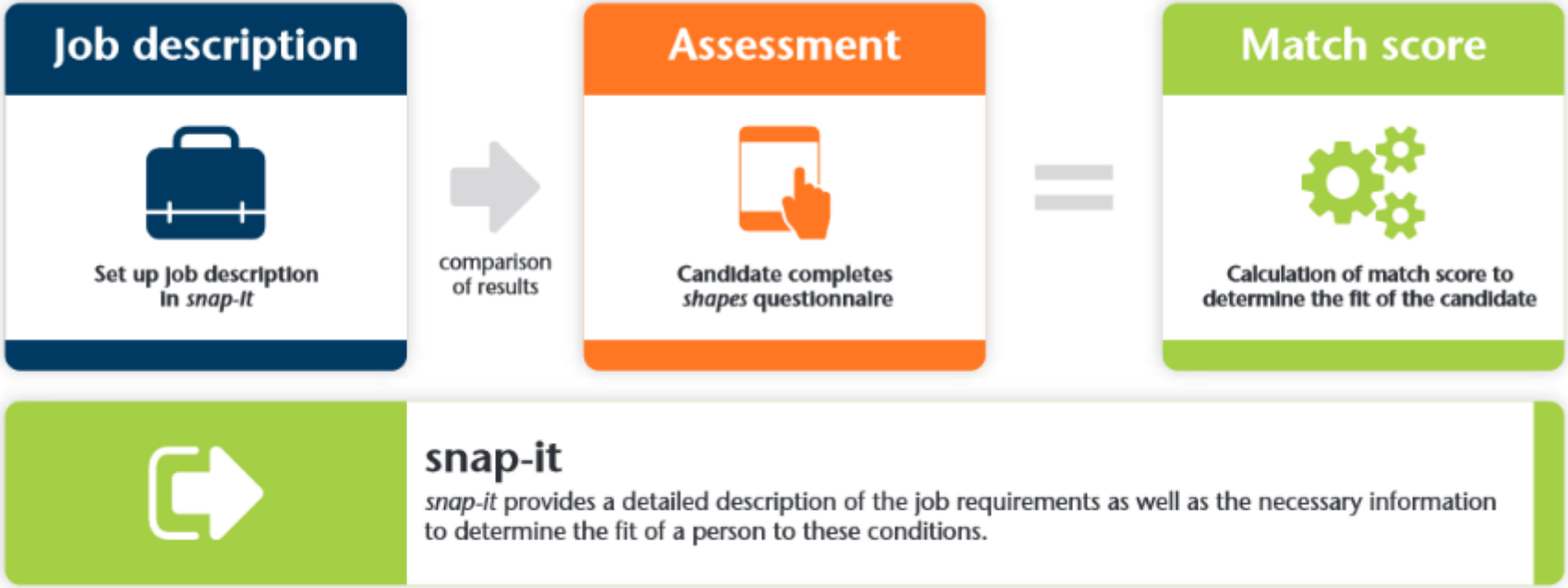
Adding value

snap-it **enables you to make better job definitions, which means that the selection criteria are more linked to what is critical in the job.**

snap-it **automatically calculates the person/job fit and, as a result, the people selected are more likely to fit and be good at the relevant job. This is our aim: the right people for the job.**



What does snap-it do?



snap-it – adding value

an Aon company

What are the benefits of *snap-it*?

- Uses the validated *shapes* competency model and translates those essential competencies into behaviours
- Presents results as overall job match score - as well as per competency
- Increased user-friendliness
- Generates an interview guide to probe essential competencies
- Supports competency-based interviewing (CBI)
- Enables standardised interview and selection processes, resulting in better hiring decisions

views

views

views questionnaire

- **self-describing questionnaire**
- **analysis of motives, values and interests**
- **18 characteristics, each with six items/statements**
  - 108 items in blocks of three items ≙ 36 questionnaire pages
- **estimated time to complete: 15-20 minutes**

views - model

Objectives	Relationships	Environment
Professional challenge	Harmony	Structuring
Recognition of performance	Honesty	Rate of change
Financial reward	Cooperativeness	Development opportunities
Security	Integrity	Absence of stress
Fun while working	Fairness	Influence possibilities
Identification	Hierarchy	Working environment

Work-related Interests and Motives

1 / 36

How important do you rate the following aspects for your work environment? Please distribute points according to your level of agreement.

Please allocate points by using the + and - buttons.

The operational processes in the company should be clearly regulated	●●● + -
The jobs in the company should be relatively secure	●● + -
Everyone in the company should be informed quickly about essential matters	+ -

Max. 1 point to distribute: ●

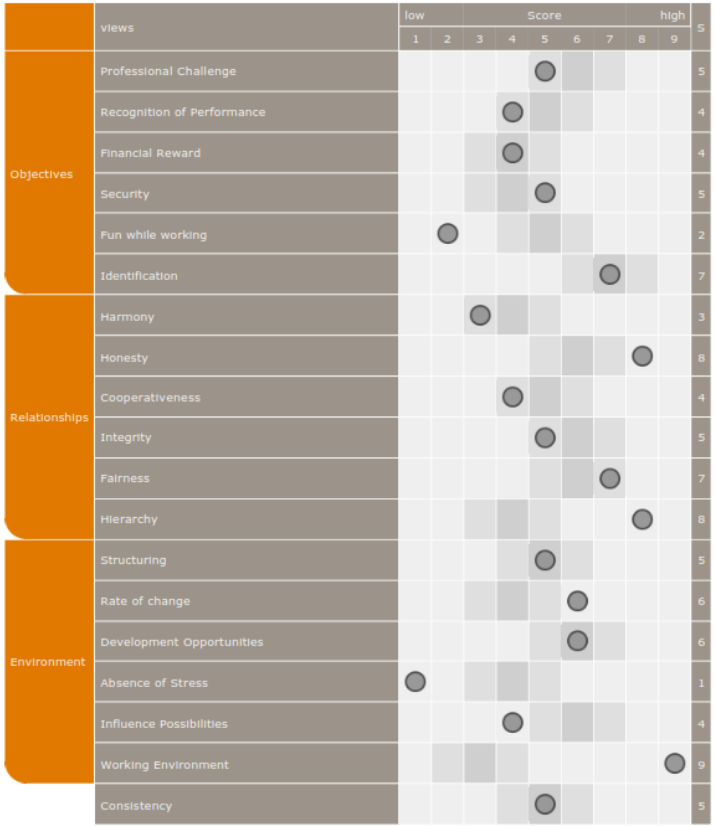
help

next

views 7.4

views Questionnaire

views - preferences profile: Selma Sample



Norm group: Middle Managers

Point distribution: 99%, Processing time (min): 7

views Report – preferences profile

squares

squares

squares – adding value

an Aon company

Why should you use the *squares* integrity test?

Online screening

It reduces the probability of counterproductive work behaviour and adds particular value to jobs where security and risk management play an important role.

On-the-job development

Staff productivity can be significantly increased with targeted training measures based on the *squares* results.

Corporate citizenship strategies

It 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

It provides good insight into whether an employee is likely to stay in an organisation, thus reducing undesired fluctuation and recruitment costs.

Safety

The safety report shows how safe, compliant and cautious some are. This can be used in selection or before shift start to keep people and property safe.

squares – concept model

Trustworthy	**Impulse control**	**Disciplined**	Able to resist temptation well; hardworking; not easily distracted
		Conscientious	Punctual, well-organised; knows the rules and adheres to them
		Cautious	Has a good sense of risk; 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

squares Questionnaire

Primary Scales

area	scale	low 1	2	3	4	5	6	7	8	9 high	S
impulse control	**disciplined** able to resist temptation well; is hardworking; not easily distracted.				●						4
	conscientious punctual, well organized; knows the rules and adhere to them.			●							3
	cautious has a fine sense for risks; acts very carefully; will not get bored easily.					●					5
ethical awareness	**empathetic** kind and gentle person; can take other's perspective; cooperates well.					●					5
	transparent open and honest; holds on to what has been promised.			●							3
	reflective is thinking things through; considers interrelation of others' needs.								●		8

Aggregated Area Scores

impulse control describes the ability to align own behaviour to longer term consequences, rules or security aspects rather than immediate needs					●						4
ethical awareness describes the ability to identify the moral aspects of a situation through reflection and empathy and to behave in a considerate and sincere way							●				6

Overall

trustworthy high impulse control & high ethical awareness						●					5

Processing time (min): 4
Norm group: General adult population
Consistency: 6 of 9
Data quality: Okay

Introduction

This report is based on the results of the instrument squares. The squares safety report screens candidates for their fit to jobs and roles, where safety matters. The total safety score predicts the likelihood of a candidate being a dependable and safe employee. However, the squares scores provide probabilities and not certainties. The information provided can be supplemented by other assessments looking at the match to specific job requirements, and by a structured interview.

Total Safety Score

The total safety score was derived from the candidate's responses and the calculated scores on the four safety factors (see below). These scores were then compared with scores from a selected group of people (norm group).

Total Safety Score	poor	limited	fair	good	excellent
		●			

Consistency: 6 of 9
Percentile: 25 %
Processing time (min): 4
Norm group: General adult population

The squares instrument also assesses aspects of candidates' response patterns to ensure the accuracy of the resulting work safety score and its appropriate interpretation: In this case, the responses were mostly consistent, indicating a rather sincere response strategy or a stable self-perception. However, the test time is quite short, implying an inattentive style. Thus, the results may be less reliable in some parts and should be questioned in an interview.

Safety Factors

The total safety score is derived from the candidate's scores across the four safety factors.

Safety Factors	Results	poor	limited	fair	good	excellent
Caution deliberately avoids potentially hazardous and risky behaviour at work				●		
Compliance strictly adherence to safety policies and instructions at work			●			
Commitment personal lifestyle (e.g. sober, rested) supports work performance			●			
Composure stays friendly to others under various degrees of stress				●		

Feedback is at the discretion of the client. The squares safety report was designed to be used as a screening tool, and it may therefore not be necessary for all clients to provide feedback. The user assumes all liability for the disclosure of this information to other persons, including the candidate.

squares Report

360° feedback

– development through structured feedback

360°

360° feedback – development through structured feedback

Adding value

360° feedback supports executives and managers in their professional development, as constructive feedback is a key factor in allowing managers to compare their own view of themselves with how other people see them.

With the 360° feedback system, cut-e allows you to administer and interpret multi-rater feedback processes online.

shapes360 competency model

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Interactive	Operative	Intellectual	Emotional
Influence	Business development	Vision and strategy	Initiative and responsibility
Networking	Bottom-line focus	Organisational awareness	Steadiness
People management	Execution	Analysis and judgement	Self-development
People development	Systematic approach	Professional expertise	
Effective communication		Innovation	
Constructive teamwork			

Situational Judgement Questionnaire

SJQ

SJQ – adding value

an Aon company

Why should you use *SJQ*?

Efficiency

Screen a high volume of candidates at an early stage of the process.

Quality

Highly predictive of future performance.

Engagement

Manage candidate expectations of the role with realistic job previews.

Security

cut-e's unique scoring method generates a 'scoring' key that is hard to guess.

Fairness

Negligible group differences found for *SJQs*, meaning that those completing the assessment are operating on a level playing field.

Allianz

Messung der situativen Kompetenzen

Bitte bewerten Sie die Möglichkeiten, indem Sie Punkte verteilen:

1 / 19

Sie sehen im Kundensystem den Hinweis, dass eine Kundin bezüglich ihrer Haftpflichtversicherung seit Monaten im Zahlungsverzug ist. Wie gehen Sie vor?

Ich unternehme nichts, da ich nicht für das Inkasso zuständig bin. Notfalls wird der Vertrag vom Innendienst gekündigt!	+ -
Ich rufe die Kundin an und spreche sie auf den Zahlungsverzug an. Ich möchte herausfinden, was dahintersteckt und wie ich der Kundin helfen kann.	+ -
Ich prüfe die Schadenquote des Vertrags und entscheide auf dieser Basis, ob ich bei der Kundin bezüglich der nicht erfolgten Zahlung nachhalte oder nicht.	+ -

Sie können keine Punkte mehr vergeben:

Erläuterungen

weiter

powered by cut-e®

FlexQuest 7.5

SJQ Allianz

chatAssess

Zurück zu GMX Mail 10:52
85 %
smartplayer.cut-e.com
Measurment of spatial orientation
GYRO
RBI
N
8
1
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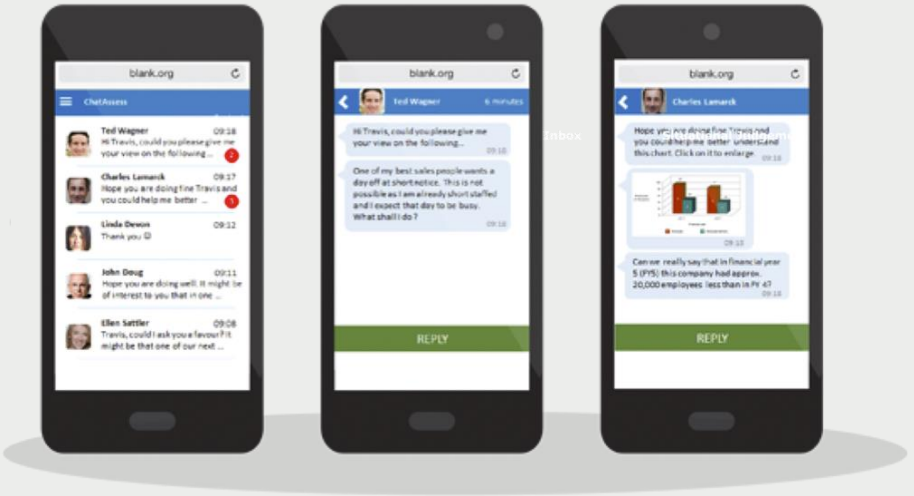
3
6
5
4

chatAssess – embedding assessment in instant messaging

chatAssess **is a new customisable, psychometric communication game. This powerful situational judgement tool in the instant messaging style of WhatsApp or Facebook Messenger assesses a candidate's strengths, personality and abilities.**

chatAssess **can be customised to suit any role, at any level, in any organisation.**



chatAssess – adding value

an Aon company

What are the benefits of *chatAssess*?

Quality

chatAssess takes the power of a custom-designed SJQ and embeds it into a real-time instant messaging simulation.

Efficiency

chatAssess measures the strengths, personality and cognitive abilities required in any role, as well as a candidate's social skills, conscientiousness and their anility to organise themselves.

Customisation

chatAssess is fully customisable to client branding.

Engagement

The familiar format of *chatAssess* as an instant messenger appeals to candidates who feel comfortable using it.

playAssess

Zurück zu GMX Mail 10:52
85 %
smartplayer.cut-e.com
Measurment of spatial orientation
GYRO
RBI
N
8
1
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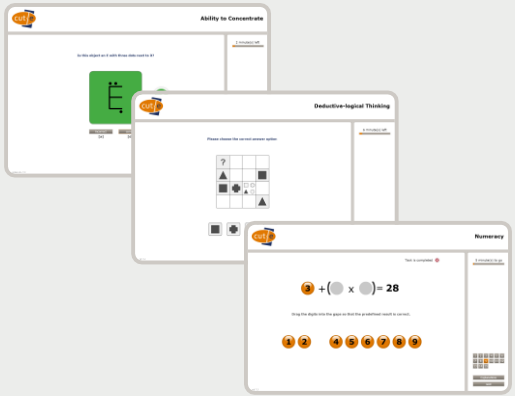
4

playAssess

In the cover story, the test taker is introduced to an alien named Odd, who took over a building and settled at the top level. The candidate now has to take the elevator up to stop Odd. While doing so, he is challenged by Odd to complete several tests. Every time a test is completed, the elevator goes up a little further. After completing all tests, the candidate is rewarded by defeating Odd and sending him back to his home planet.



How does playAssess work?

playAssess – adding value

an Aon company

What are the benefits of *playAssess*?

Greater engagement:
playAssess provides a fun and involving experience for a situation typically considered as stressful.

A unique assessment:
Built from randomised questions, the presented assessment is different for each candidate.

Self-assessment:
Invite potential applicants to work through the online assessments and receive feedback on their results.

Additional customisation:
The test battery is created based on your needs. Also some elements of the cover story can be tweaked to your needs.

No experience needed:
Candidates do not need to be good at gaming to perform well in the assessment, as they are not games.

Device-independent:
We have optimised *playAssess* so that it can run on all types of devices.

vidAssess

Zurück zu GMX Mail 10:52
85 %
smartplayer.cut-e.com
Measurment of spatial orientation
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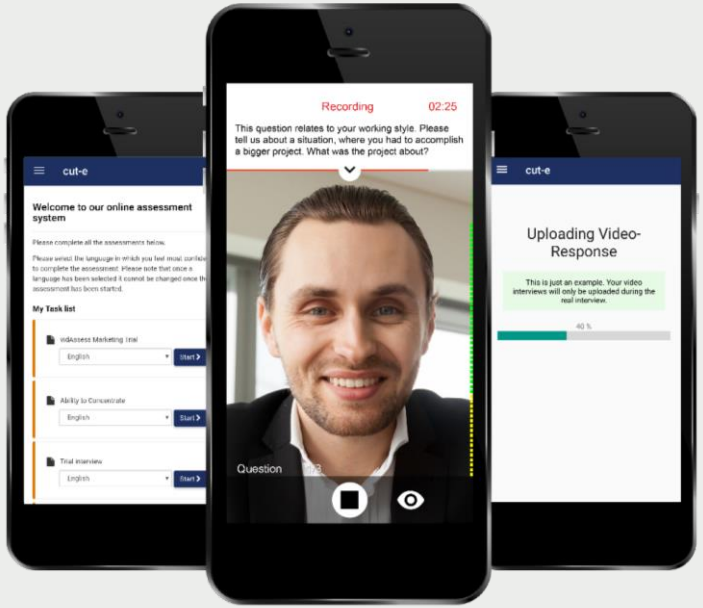
vidAssess – competency-based video interviewing

Adding value

vidAssess **is our approach to enable competency-based video interviewing at a time when video interviewing has evolved to become an essential component in a competency-based recruitment process.**
vidAssess **provides a future-proofed and psychometrically-integrated recruiter and candidate experience.**



effect

– improving team effectiveness

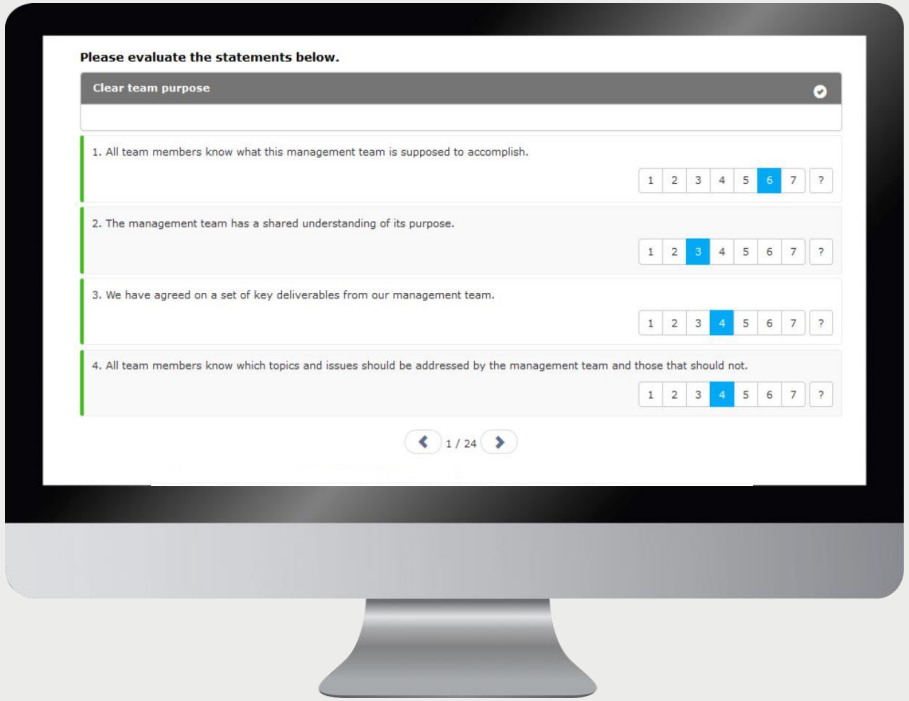
effect

effect – improving team effectiveness

Adding value

***effect* is a diagnostic tool based on the ground-breaking research of Professor Henning Bang of the University of Oslo in Norway.**

In this research, Professor Bang identifies the key characteristics of effective management teams and the factors that influence and predict high performance.

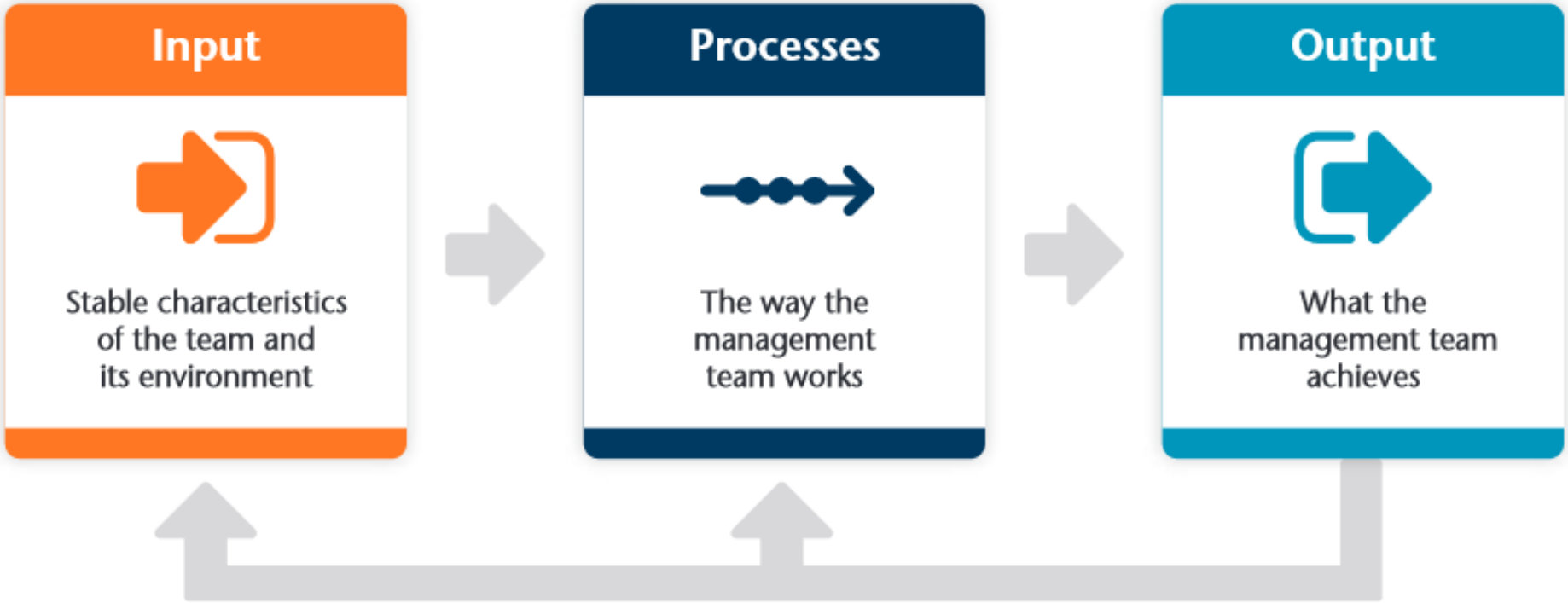


effect - *management teams effectiveness questionnaire*

A web-based questionnaire for assessing **how well a management team performs**, and how the team functions on a number of dimensions that are vital for becoming an effective management team.

Internal and external ratings.

Benchmarking your management team and taking action



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