

Pre-employment tests are an objective, standardised way of gathering data on applicants during the hiring process.



Scientifically
validated

What are the benefits?

The tests we offer are all well-validated and provide an efficient and reliable means of gaining insights into the capabilities and traits of prospective employees. Benefits include:

- Higher productivity
- Increased employee retention and reduction in costs associated with turnover (e.g. hiring and training costs)
- More efficient, less time-consuming hiring process
- Increased defensibility of the hiring process through the use of objective, validated metrics

Why use Aptitude, Skills and Personality Testing?

Research shows that cognitive aptitude is one of the most accurate predictors of job success:

- 2×** MORE THAN INTERVIEWS
- 3×** MORE THAN EXPERIENCE
- 4×** MORE THAN EDUCATION



Which Tests to use and when?

It is critical to select tests which measure specific job-related abilities and skills. Our team of Consultants can recommend suitable tests for your position with the backing of our specialised Assessment Consultants.

We can administer the testing at any stage in the process, whether it be to assist in shortlisting large fields or to provide more data on the applicants who have been selected for interview.

Applicants are sent a link to the test and usually have a few days to complete. A summary report is then sent to the Selection Panel. Candidates are provided with comprehensive result reports (upon request), once the process has concluded.



Our most popular online tests

Personality Tests

- 1. Customer Service Aptitude Profile (CSAP)**
A personality test that measures ▶

 - ◆ Cooperativeness
 - ◆ Personal Diplomacy
 - ◆ Patience
 - ◆ Relaxed Attitude Achievement
- 2. Criteria Personality Inventory (CPI)**
A general personality inventory that measures ▶

 - ◆ Agreeableness
 - ◆ Openness
 - ◆ Extraversion
 - ◆ Conscientiousness
 - ◆ Stress Tolerance
- 3. Employee Personality Profile (EPP)**
A general personality inventory that measures ▶

 - ◆ Twelve personality traits that are predictive of a person's workstyle
- 4. Workplace Productivity Profile (WPP)**
A personality test that measures ▶

 - ◆ Conscientiousness
 - ◆ Reliability
 - ◆ Productivity
 - ◆ Rule-adherence
- 5. Emotional Intelligence Assessment (EMOTIFY)**
A game-based assessment of emotional intelligence that measures ▶

 - ◆ Emotional Perception
 - ◆ Emotional Understanding

The following two specialised personality leadership assessments require an accredited consultant to administer:

- 6. EQi 2.0** The Emotional Quotient Inventory 2.0 tests emotional intelligence and social skills-proven predictor of success in life and work

 - ◆ Per Standard Report
 - ◆ Per Leadership Report
- 7. OPQ** The Occupational Personality Questionnaire measures workplace behaviour styles

 - ◆ Per OPQ Report

Aptitude Tests

- 8. Criteria Cognitive Aptitude Test (CCAT)**
A general cognitive aptitude test that measures ▶

 - ◆ Critical thinking
 - ◆ Learning Ability
 - ◆ Problem solving
 - ◆ Aptitude for applying new information
- 9. Universal Cognitive Aptitude Test (UCAT)**
An aptitude test that measures ▶

 - ◆ Critical thinking
 - ◆ Attention to detail
 - ◆ Problem solving
 - ◆ Logic and analysis
- 10. General Aptitude Mobile Evaluation (GAME)**
A mobile-first, game-based assessment of cognitive aptitude that measures ▶

 - ◆ Critical thinking
 - ◆ Problem-solving ability
 - ◆ Attention to detail
 - ◆ Ability to learn new information
- 11. Criteria Attention Skills Test (CAST)**
An attention aptitude test that measures ▶

 - ◆ Mental fitness
 - ◆ Concentration
 - ◆ Ability to sustain focus and avoid distractions
- 12. Minicog Rapid Assessment Battery (MRAB)**
An aptitude test that measures ▶

 - ◆ Mental fitness
 - ◆ Working memory
 - ◆ Attention and focus
 - ◆ Reasoning ability
- 13. Criteria Mechanical Reasoning Assessment (CMRA)**
An aptitude test that measures ▶

 - ◆ The ability to learn how to operate, maintain, install and repair equipment and machinery

Skills Tests

- 14. Criteria Basic Skills Test (CBST)**
A test of basic math, verbal and communications skills that measures ▶

 - ◆ Job readiness
 - ◆ Learning ability
 - ◆ Trainability
 - ◆ Attention to detail
- 15. Computer Literacy and Internet Knowledge Test (CLIK)**
A basic computer literacy test that measures ▶

 - ◆ Email applications
 - ◆ Using internet browsers
 - ◆ Word processing programs
- 16. Basic Computer Skills**
A selection of tests that measure ▶

 - ◆ Word
 - ◆ Typing and Data Entry
 - ◆ Excel
 - ◆ PowerPoint

**We offer scientifically validated testing tools at very cost-effective prices.
Please contact us for more information.**