



Scientifically  
validated

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

## What are the benefits?

The assessments 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 Assessments?

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

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



## Which assessments to use and when?

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

We can administer the assessments 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 assessment 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.

## Personality Assessments

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

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

    - ◆ Agreeableness
    - ◆ Conscientiousness
    - ◆ Openness
    - ◆ Stress Tolerance
    - ◆ Extraversion
  - 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 assessment that measures ▶

    - ◆ Conscientiousness
    - ◆ Productivity
    - ◆ Reliability
    - ◆ 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 measures 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 Assessments

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

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

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

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

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

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

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

## Skills Assessments

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

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

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

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

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