

Recruit more effectively with scales aptitude tests

Cognitive aptitude and ability tests for a wide range of target groups

Effective recruitment

Research has shown that aptitude tests are powerful predictors of long-term professional success. Virtually no other tool offers as much added value for HR decision-making with comparably small resource investment. For recruitment in particular, aptitude tests offer an efficient and valid way of (pre-)selection.

Basis

The *scales* aptitude tests are developed by cut-e to make best use of web technology and are designed to be reliable, objective and completed remotely, without the need for a test supervisor to be present. This means that the tests can be used to identify potential in employees as well as being valuable for efficient pre-selection as part of the online recruitment process.

Overview

The *scales* test series measures the aptitudes and abilities of different target groups and for different assessment scenarios:

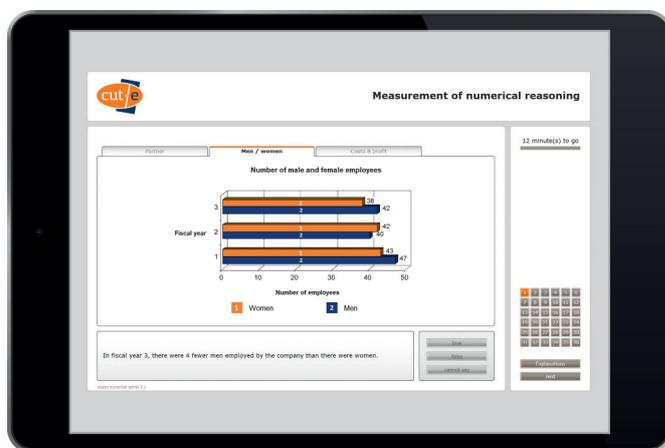
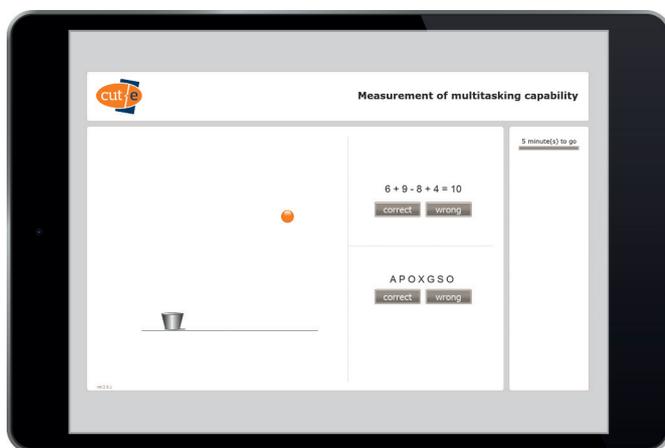
Numerical ability	Verbal ability	Abstract logical abilities	Special knowledge and skills
<ul style="list-style-type: none"> ● Numerical reasoning ● Numerical interpretation ● Numeracy skills 	<ul style="list-style-type: none"> ● Verbal reasoning ● Verbal interpretation ● Simple understanding of instructions 	<ul style="list-style-type: none"> ● Logical reasoning ● Inductive-logical reasoning ● Deductive-logical reasoning 	<ul style="list-style-type: none"> ● Language proficiency ● Calculating capacity ● Mechanical-technical understanding
Specific cognitive abilities			
<ul style="list-style-type: none"> ● Information competence ● Short-term memory ● Power of observation ● Learning aptitude 	<ul style="list-style-type: none"> ● Memory for faces and names ● Concentration ● Reactivity ● Multitasking capability 	<ul style="list-style-type: none"> ● Spatial reasoning ● Visual thinking ● Sense of orientation ● Perceptual speed 	<ul style="list-style-type: none"> ● Hand-eye coordination ● Monitoring ability ● colour vision ● sense of direction

The cut-e *scales* tests can be assembled individually – a detailed overview of the *scales* tests is available on request.

Features

All *scales* aptitude tests have the following 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** due to the way in which items are brought together in the test. Our unique technology ensures that a different test is generated for each participant. No two tests are the same, there are no sample solutions available. Any learning effect through repeated completion is negligible.
- **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. Every item task responds to the user's screen settings (resolution and proportion) so that any negative effects caused by the device used or internet connection are avoided.
- **Available in over 25 languages.** The majority of participants are able to complete the tests in their first language.
- **Scientifically sound.** Continuous standardisation and validation studies take place as part of our research programme in conjunction with universities and organisations.
- **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 as part of equal opportunities legislation.



Screenshots: scales aptitude tests

Process and administration

The assessment process can be managed either by cut-e or by you as a client. Functionality enables the straightforward addition of new candidates and projects, for sending emails and for generating various reports designed for different recipient needs.

Results

The results can be generated up simply and easily online. Results are arranged clearly in a profile chart, or alternatively, narrative feedback reports can be generated.



Available languages
The system, assessments and reports are available in many languages. Additional languages can be requested.



Available norm groups
We continually update and add to the international and local sets of norm groups.

For more information about aptitude tests, best practice and practical tips please refer to: www.cut-e.com/aptitude-tests



About cut-e: Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon undertake 30 million assessments each year in 90 countries and 40 languages.

