CENTRAL TEST
THE ART OF ASSESSMENT

PSYCHOMETRIC ASSESSMENTS

CATALOGUE 2016

A human and scientific approach to predicting success at the heart of organisations

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About us

Central Test is an international assessment publisher offering innovative psychometric solutions along with bespoke training services.

Founded in 2002, we design and distribute a wide range of HR assessment tools, which help organisations to simultaneously optimise their performance and improve their human capital management. Our reliable support gives decision-makers essential insight into the recruitment, internal mobility, skills development, training, and talent retention processes.

Our assessments are designed using the latest methods and are rigorously validated. They meet the standards of the international scientific community, as well as the standards for data security.

ASSESSMENTS AT THE CUTTING EDGE OF INNOVATION

Our passion for innovation is reflected across all our assessments be it in the latest statistical methods, questionnaires with integrated real-life scenarios, or our multilingual and customisable technology platform.

Our assessments are validated according to the scientific criteria set out by the international scientific community. Central Test is registered with the BPS (British Psychological Society) and is a member of ITC (International Test Commission).

OUR INTERNATIONAL PRESENCE

Central Test offices are located in Paris, France (headquarters); London, U.K.; Bangalore, India; and Antananarivo, Madagascar.

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Our assessments platform

100% web-based and secured

CENTRAL TEST

Whether you are a large company, an SME, a consulting firm, or even a university, Central Test's assessment platform is adapted to your specific needs.

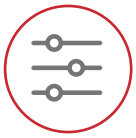
You will be able to access our assessment modules through a secure online platform, no matter what your requirements are. Our web services will ensure a seamless integration of our modules into your organisation's HR systems.

The Central Test platform allows you to manage all your assessments online. You can easily register candidates, send test invitations, view test results, and configure job requirements.

FEATURES

USER-FRIENDLY AND CUSTOMISABLE

Ergonomic and intuitive, your user interface can easily be adapted to your own branding, colours, and logo. You can also customise the assessments reports.



COMPETENCY FRAMEWORK CUSTOMISATION

Our platform offers you the option to integrate and customise your own job and competency frameworks to quicker determine if a candidate meets your requirements.

MULTIPLE-ACCOUNT MANAGEMENT

If you have several agencies or subsidiaries, our platform allows you to manage all your sub-accounts with a secured access. You can assign administration and use rights to meet your specific needs.

DEDICATED WEB SERVICES

Our web service features can easily be integrated into your existing human resources management system (HRMS Intranet, CRM, etc).

BIG DATA MANAGEMENT

Our platform offers a wide range of options for the import, storage, management, and analysis of all your data. You can send single or multiple assessments to a large group of candidates, analyse their reports, and manage their assessment information.

MULTILINGUAL OPTION

Use this option to send assessments and see the results in 13 languages. The platform services are available in 4 languages.

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Our assessments

11 psychometric tests available

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PERSONALITY AND ATTITUDES

When assessing a person's suitability for a given position, be it for recruitment or internal mobility, relying on a CV or interview alone can lead to costly errors of judgement.

Assessing personality and attitudes gives an objective indication of a person's workplace behaviour, their ability to adapt, and their potential to succeed in a role.

Using a psychometric test to assess people's personality brings a scientific approach to the evaluation process, and thereby complements other recruitment methods. It can reveal hidden talents and unexpected strengths, alter perceptions, and also reveal areas for improvement.

Personality assessments could be an integral part of your recruitment or talent development process.

- **Professional Profile 2**
- **Big Five Profile**
- **ETIX**
- **Occupational Interest Inventory**
- **IMMERSION**
- **CTPI-R**

SKILLS AND APTITUDES

Individuals who can develop new solutions, handle complex situations, retain new information, and make informed decisions are valuable assets for an organisation.

Our aptitude assessments allow you to predict how prospective employees will perform in a particular position. It will also enable you to understand how they will respond to other people and challenging situations.

- **Reasoning Test**
- **Emotional Intelligence-R**
- **Sales Profile-R**
- **Business English Test**
- **French Language Test**

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Professional Profile 2

Reveal a candidate's work behaviour and motivations

The **Professional Profile 2** is the latest personality assessment, designed and validated with the most recent method in psychometrics: Thurstonian IRT. It measures 14 set of dimensions in opposition (e.g. introversion vs. extraversion), thereby resulting in an analysis of 28 aspects of personality and motivations.

112 questions

15 minutes

English and French

Graduates, intermediate-level professionals and middle management, upper-level management

OBJECTIVES

- Recruitment
- Internal mobility
- Career development
- Team cohesion

KEY FEATURES

- Controls for social desirability bias
- Compares profile with 22 work competencies
- Matches profile to 9 work personality types
- Measures test-takers' fit with 58 job categories

DETAILS

14 sets of character traits are analysed:

- Straightforwardness vs. Persuasiveness
- Firmness vs. Flexibility
- Emotional sensitivity vs. Emotional distance
- Introversion vs. Extraversion
- Structure vs. Improvisation
- Intuition vs. Focus on facts
- Personal balance vs. Involvement at work
- Desire for guidance vs. Desire to lead
- Need for reflection vs. Need for action
- Humility vs. Ambition
- Team work vs. Autonomy
- Individualism vs. Altruism
- Free-thinking vs. Rule-following
- Familiarity seeking vs. Novelty seeking

Sample Question

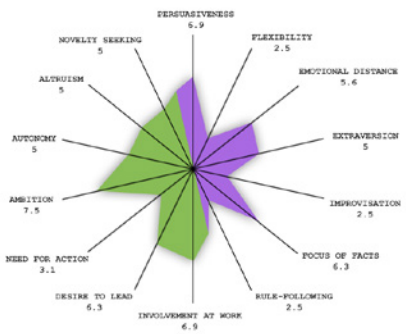
Indicate the statement that describes you best:

☐ It is important for me to be generous
☐ I need to be inventive

Report Presentation

- Personalised comments
- An analysis of strengths, potential weaknesses, and areas to develop
- A comparison with 58 professions
- Profile matching with positions within the organisation
- A comparison with 22 work competencies

Graph



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Big Five Profile

Measure a person's dominant personality traits

The **Big Five Profile**, based on the Five Factor model, identifies an individual's dominant personality traits. It does so by measuring five dimensions of personality, all of which have a major impact on behaviour. Since these traits remain relatively stable throughout a person's lifetime, this assessment is suitable for both adults and adolescents.

15 sets of 4 statements, ranked from 1 to 4

7-10 minutes

English, French, Spanish, German, Dutch, and Malagasy

All job categories and levels

OBJECTIVES

- Recruitment
- Career development

KEY FEATURES

- Quick to administer
- Based on Big Five personality model
- Monitors social desirability

DETAILS

Analysis based on the Big Five model

- **Openness:** Conservatism vs. Openness-Imagination
- **Conscientiousness:** Intuition vs. Meticulousness
- **Extroversion:** Introversion vs. Sociability-Dynamism
- **Agreeableness:** Competitiveness vs. Consciousness of others
- **Neuroticism:** Emotional sensitivity vs. Emotional balance

Sample Question

To what extent does each of the following sentences describe you? (rank from 1 to 4)

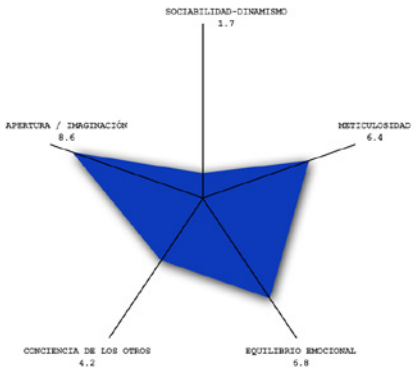
What characterises me most is:

☐ My preference for perfection
☐ My vigour and cheerfulness
☐ My peacefulness and self-confidence
☐ My sensitivity to other people

Report Presentation

- Description of candidate's dominant trait
- Graphs and detailed tables
- Customised comments
- Summary table

Graph



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ETIX

Predict counterproductive work behaviour

ETIX evaluates the likelihood of individuals engaging in counterproductive work behaviour. By making the distinction between a person's attitudes towards themselves and other people, it reveals not only if a person might participate in counterproductive work behaviour but also if they might enable it in others.

140 questions

18-20 minutes

English, French, and Spanish

Employees of all levels and students

OBJECTIVES

- Recruitment
- Training

KEY FEATURES

- Monitors social desirability
- Measures attitudes towards counterproductive work behaviour in both self and others
- Adheres to the ISO 26000 norm

DETAILS

Analysis of 6 dimensions of work ethics, each of which relates to a counterproductive work behaviour

- Respect for Facts and Honesty
- Respect for Rules and Procedures
- Respect for Goods and Property
- Respect for Commitment
- Respect for Equality
- Respect for Other People

Each dimension is divided into 2 facets:

- Attitudes towards self
- Attitudes towards others

Sample Question

When the manager is not here, I focus on the tasks that interest me more and neglect the ones I dislike.

- - + +

Report Presentation

- Global work ethics indicator
- Social desirability score
- Mirror graph
- Personalised comments for each factor

Graph

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CTPI-R

Assess work personality and management skills

CTPI-R is an assessment tool that allows you to assess personality traits, values, and skills specific to the exercise of managerial and supervisory functions. This assessment measures 19 personality traits associated with 21 key behavioural competencies.

114 questions

25-30 minutes

English, French, and Spanish

Executives and managers

OBJECTIVES

- Recruitment
- Career management
- Skills assessment

KEY FEATURES

- Thinking and working styles scores
- Social Desirability Indicator
- Managerial Potential Indicator
- Comparison of the candidate's profile with the competency model of the organisation

DETAILS

The assessment examines 19 dimensions categorised into 4 groups:

- **People management:** Control/Power - Affiliation - Tactical - Assertiveness - Trust - Developing others
- **Perception mode:** Conscientiousness - Rational - Rule conscious
- **Self-management:** Self-confidence - Lively - Emotional stability - Optimism - Surpassing - Commitment
- **Change management:** Visionary - Action-orientated - Adaptability - Experimental

Sample Question

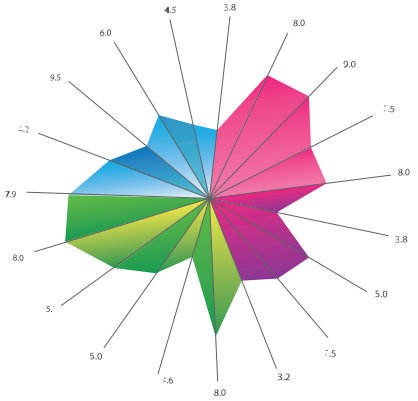
I give more value to:

☐ Intuition and flair
☐ Logic and reason

Report Presentation

- Graphical and tabular presentation of the profile
- Personalised comments
- Matches profiles with 21 key behavioural competencies
- Matching of the candidate's profile with the competency model of the organisation

Graph



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Occupational Interest Inventory

A guide to career management

The **Occupational Interest Inventory** provides an in-depth analysis of candidates' and employees' professional aptitudes and motivations based on the RIASEC model. This test is designed to be used in a wide spectrum of career guidance activities.

84 questions based on real-life scenarios

12 minutes

English, French, Spanish, and German

Students, job-seekers, and employees

OBJECTIVES

- Employee placement
- Career management
- Career guidance

KEY FEATURES

- Offers a general and combined RIASEC profile of candidates
- Monitors social desirability
- Matches the candidate's profile with 80 different job categories

DETAILS

Analysis of 6 dimensions outlined by the RIASEC model and a comparison of the candidate's profile with 80 job categories

- **Realistic:** Physical and Outdoor Activities, Manual and Technical Interests
- **Investigative:** Intellectual Curiosity and Learning, Science and Technology
- **Artistic:** Aesthetic Sense and Expression, Creativity and Design
- **Social:** Dedication to Others, Personal Relationships
- **Enterprising:** Enterprising, Leadership
- **Conventional:** Methodical, Data and Numbers

Sample Question

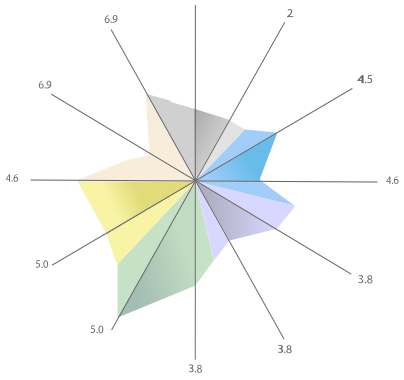
Your company has received a prize for technical innovation. What was your role ?

☐ Engineer, you participated in the development phase
☐ Project manager, you led the experimental research team

Report Presentation

- Graph showing the twelve main dimensions
- Personalised comments
- General and combined profile
- Matching of the candidate's profile with 80 different job categories

Graph



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IMMERSION

An interactive way to identify career interests

IMMERSION is a modern assessment that evaluates career interests using a simplified serious game approach. This assessment presents test-takers with various work-based scenarios in order to evaluate their preferences for different types of work activities. The six domains outlined by the RIASEC model measure individuals' interests and values, potential aptitudes, learning styles, and preferred working environments.

50 questions based on real-life scenarios

15 minutes

English and French

Career counselling and mentoring

OBJECTIVES

- Career guidance and counselling
- Career development and internal mobility
- Recruitment and training

KEY FEATURES

- Offers a general and combined RIASEC profile of candidates
- Monitors social desirability with Thurstonian IRT
- Matches the candidate's profile with 80 different job categories

DETAILS

Analysis of 6 dimensions outlined by the RIASEC model and a comparison of the candidate's profile with 80 job categories

- **Realistic:** Physical and outdoor activities - Manual and technical interests
- **Investigative:** Science and technology - Intellectual curiosity and learning
- **Artistic:** Aesthetic sense and expression - Creativity and design
- **Social:** Dedication to others - Personal relationships
- **Enterprising:** Leadership - Enterprising
- **Conventional:** Methodical - Interest in data and numbers

Sample Question

A bike prototype, "City", is being studied. You:

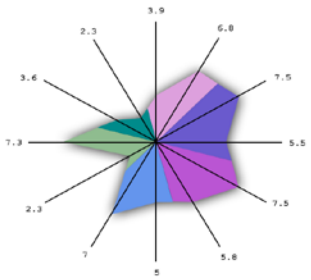
☐ Think of new and original features

☐ Test the bike on various terrains

Report Presentation

- Graph showing results
- Personalised comments
- General RIASEC profile
- Combined profiles
- Matching of the candidate's profile with 80 different job categories

Graph



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Sales Profile-R

Detect abilities and motivations in the field of sales

Sales Profile-R identifies the potential, competencies, and motivations needed to succeed in sales. As well as being an indispensable tool for recruitment, Sales Profile-R can also be used for training, internal mobility, and sales force audits.

83 questions in a sales context

12-15 minutes

English, French, Spanish, and Portuguese

Sales force and business development staff, MBA students

OBJECTIVES

- Recruitment
- Training and evaluation of employees
- Sales force auditing

KEY FEATURES

- Sales potential score
- Social desirability indicator
- Matches the candidate's profile with 11 sales functions

DETAILS

Measures 12 behavioural traits grouped under 4 key skills-based dimensions

- **Client acquisition:** Prospecting, approaching clients, combativeness
- **Business development:** Networking, strategic selling, customer satisfaction
- **Negotiation:** Understanding needs, pitching, closing deals
- **Selling:** Sales acumen, charisma, self-control

Results are matched with 11 roles

- B2B salesperson
- B2C salesperson
- Telemarketer
- Customer service representative
- Product manager
- Negotiator
- Account manager
- Sales engineer
- Salesperson/product demonstrator
- Key account sales representative

Sample Question

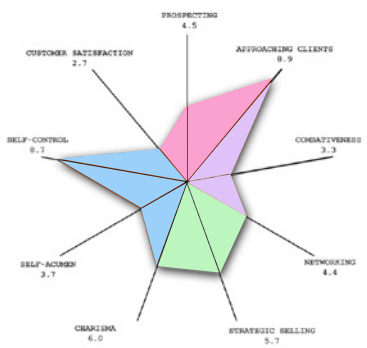
The most effective way to convince my client to buy my software is:

- ☐ To show him/her how it will increase his/her productivity
- ☐ To give him/her a free trial offer
- ☐ To give him/her a discount

Report Presentation

- Sales potential indicator
- General profile
- Graph
- Customised comments
- Summary of the profile
- Matching of candidate's profile with different sales positions and functions
- Matching of profile with company positions

Graph



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Reasoning Test

Evaluate reasoning abilities

The **Reasoning Test** allows you to assess a candidate's logical, numerical, and verbal reasoning abilities (Intelligence Quotient). It helps improve the reliability of your hiring decision by comparing candidates on the basis of objective criteria. The Reasoning Test is also available in a shorter version, R20, which is recommended for non-graduates.

42 questions

35 minutes (timed)

English, French, Spanish, and German

Job-seekers, employees, and students

OBJECTIVES

- Recruitment
- Employee evaluations and internal mobility
- Entrance exams for colleges and business schools

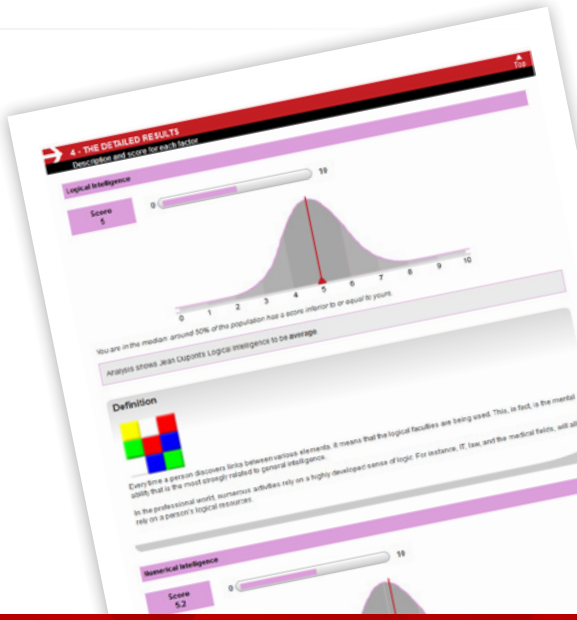
KEY FEATURES

- Evaluates a candidate's general intelligence
- Uses original and varied questions
- Provides detailed solutions to the questions

DETAILS

The candidate receives an overall calibrated rating and detailed results by factor

- **Logical Intelligence:** The ability to discover an existing relationship between a set of complexities
- **Numerical Intelligence:** The ability to comprehend and interpret numerical data with precision
- **Verbal Intelligence:** The ability to understand the subtleties of a language in reports, speeches, and writing



Sample Question

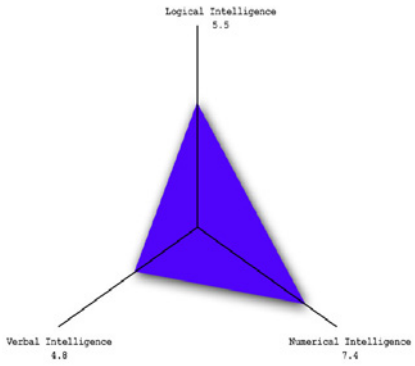
Your father walks faster than you. Your neighbor walks slower than your father. Who walks faster, you or your neighbour?

- ☐ Your neighbour
- ☐ You
- ☐ Both of you walk at the same pace
- ☐ It is impossible to say

Report Presentation

- Scores for IQ, logical intelligence, numerical intelligence, and verbal intelligence
- General description of the evaluated factors
- Detailed results and test solutions (this feature can be deactivated if required)

Graph



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Emotional Intelligence-R

Evaluate emotional intelligence in the workplace

Emotional Intelligence-R measures candidates' and employees' ability to understand their own emotions and their capacity to establish harmonious working relationships with others. The test provides a reliable score on an individual's interpersonal and intrapersonal competencies, assessing 12 specific factors related to emotional intelligence.

97 questions

15-20 minutes

English, French, Spanish, and German

All professional levels

OBJECTIVES

- Recruitment
- Evaluation and training of managers
- Personal development and coaching

KEY FEATURES

- Provides norm-based EQ scores in the same fashion as IQ tests
- Monitors social desirability
- Summary of a candidate's emotional profile, including advice on personal growth

DETAILS

Analysis of 4 main dimensions

- Intrapersonal intelligence
- Self-assertion
- Personal development
- Leadership

Analysis of 12 factors of emotional intelligence

- Self-knowledge
- Self-control
- Self-motivation
- Adaptability
- Self-esteem
- Optimism
- Resilience
- Self-confidence
- Interpersonal skills
- Empathy and lucidity
- Assertiveness
- Mediation and influence

Sample Question

If a salesperson takes a lot of time explaining a product to me, I find it very difficult to leave without buying anything:

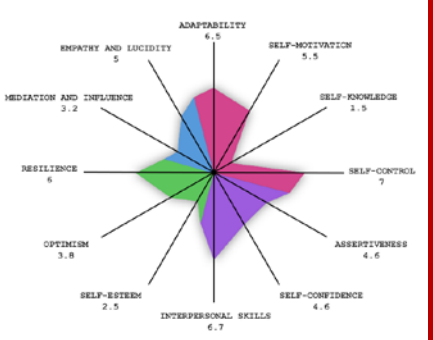
- - + +

☐ ☐ ☐ ☐

Report Presentation

- Social desirability score
- EQ Score
- Graphs and charts for at-a-glance analysis
- Scores for each of the twelve analysed aspects
- Summary of the candidate's profile
- Personalised comments

Graph



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Business English Test

Assess proficiency in Business English

The **Business English Test** allows you to objectively assess an individual's ability to understand and communicate in English, especially in a business setup. It evaluates your candidate's English knowledge on three dimensions: reading, vocabulary, and grammar.

60 questions

40 minutes (timed)

English

Any non-native English speaker

OBJECTIVES

- Recruitment
- Training
- Entrance exams to colleges and business schools

KEY FEATURES

- Provides norm-based reporting on a scale of 0 to 20
- Assesses key factors: reading comprehension, grammar, and vocabulary
- Detailed description of scores

DETAILS

The candidate receives an overall score out of 20 and a separate score on each dimension

- **Reading:** Measures the candidate's facility for reading and comprehending information in a written passage
- **Vocabulary:** Measures the candidate's knowledge of a variety of words, which is essential for understanding and communicating in an international environment
- **Grammar:** Measures the candidate's grasp of English grammar

Sample Question

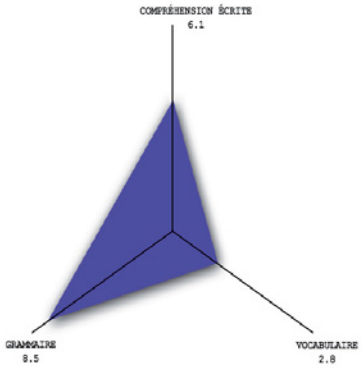
Complete the sentence: Research in the workplace reveals that people work for many reasons _____.

- ☐ money beside
- ☐ money besides
- ☐ over money
- ☐ besides money

Report Presentation

- A norm-based, overall score on a scale of 0 to 20
- Graphs and charts for at-a-glance analysis
- A score for each factor
- Detailed comments for each score factor

Graph



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French Language Test

Assess proficiency in French

The **French Language Test** allows you to assess a candidate's or employee's level in written French, whether they are a native or a non-native French speaker. The test measures their French knowledge in 3 areas: spelling, vocabulary, and grammar.

20 minutes (timed)

60 multiple-choice questions

French

Any native or non-native French speaker

OBJECTIVES

- Recruitment
- Training
- Internal mobility

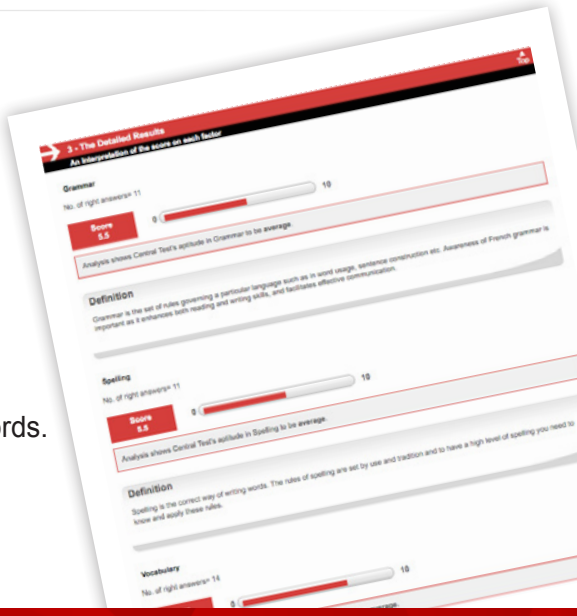
KEY FEATURES

- Gives an overall score out of 20
- Scores candidates out of 10 for each of these factors: grammar, vocabulary, and spelling
- Positions candidates on the Common European Framework of Reference for Languages.

DETAILS

The candidate receives an overall French score out of 20 as well as a score for each factor

- **Spelling:** Measures the candidate's ability to recognise and use words correctly and to understand the rules and conventions of spelling.
- **Vocabulary:** Measures the candidate's knowledge of the meaning of words.
- **Grammar:** Measures the candidate's use of grammatical structures.



Sample Question

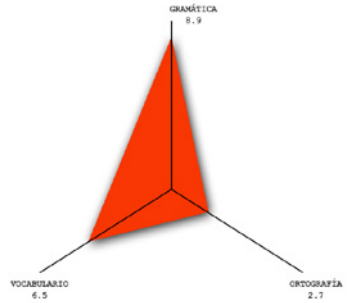
Choisissez l'orthographe correcte :

☐ Ennivrer
☐ Enivrer

Report Presentation

- Overall score out of 0 to 20
- Graphs and charts for at-a-glance analysis
- A detailed description of each factor
- An explanation of the solutions (this feature can be deactivated)

Graph



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