



# Predictive Talent Assessment Solutions

CATALOGUE 2024

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# ABOUT CENTRAL TEST

## Expert in predictive talent assessment solutions

Central Test provides companies and individuals with the best assessment tools to help them unlock and fully develop their potential.

We provide decision-makers with reliable assessment solutions that bring essential insight to the recruitment, internal mobility, skills development, and talent retention processes.

## OUR EXPERTISE



### SCIENTIFIC VALIDITY

Our assessments undergo several years of research and comply with the validation norms in psychometrics established by the American Psychological Association (APA), the British Psychological Society (BPS), and the International Test Commission (ITC).

### TECHNOLOGY AND INNOVATION

Central Test combines its passion for people and psychometrics by keeping innovation at its core. Our state-of-the-art psychometric solutions are designed using innovative and modern methods that strictly respect the standards in psychometrics and data security.



### QUALITY SUPPORT

As an assessment expert, we offer modern solutions along with quality services that are recognised and appreciated worldwide by our clients.

We provide multilingual training and consulting relevant to current HR challenges and tailored to the needs of our clients.



## KEY PREDICT

# An intuitive, multi-tool and multi-context platform

## Drive efficiently all of your assessment projects!



### PREDICTIVE MATCHING

Find the best profiles that fit the job, the competencies and the values of your company.

### MULTICRITERIA ASSESSMENT CAMPAIGNS

Combine video interviews, psychometric assessments and specific skill tests to save time and make reliable decisions.



### TALENT INSIGHTS REPORT

Easily generate ergonomic and interactive reports and obtain in-depth analysis on your candidate's behaviors, motivations and potentials.



### ACCESSIBILITY AND SIMPLICITY

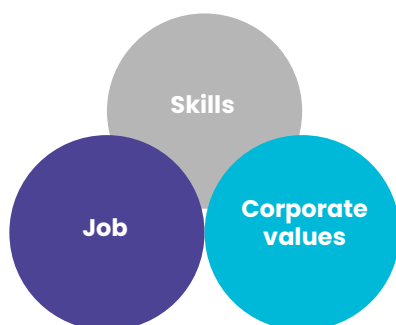
Access your assessments campaigns at any time, via your computer or smartphone. Easy integration with your ATS software.





# PREDICTIVE MATCHING

## A 360° view of each profile evaluated



Our predictive matching is based on a powerful algorithm that analyses the results of multiple assessments to quickly provide a finer and quicker profile matching with competencies, values and occupations.

TALENT MAP offers you a complete overview of each profile evaluated, allowing to quickly identify their compatibility with the job role, competencies and organisation culture.

## A dynamic predictive matching

63 competencies, 12 values and 156 occupations

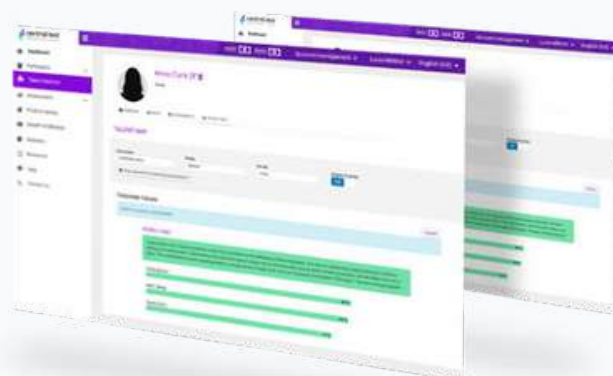


### Skills Framework

- ✓ **Generic skills** : time management, reactivity, openness to diversity, etc.
- ✓ **Managerial skills** : cognitive skills, entrepreneurial spirit, skills for change, self-management, team management, etc.
- ✓ **Sales skills** : sales drive, cognitive abilities, client interaction, work management, etc.

### Corporate Values Framework

- ✓ **People first** : Well-being / Participation / Team spirit
- ✓ **Free spirit** : Intrapreneurship / Creativity / Agility
- ✓ **Play by the rules** : Organisation / Directivity / Quality-oriented
- ✓ **Success driven** : Surpassing / Competitiveness / Client-centricity



### Predictive Model

- ✓ 1. Administration, Finance, Accounting and Legal
- ✓ 2. Commercial-sales, Communication and Marketing
- ✓ 3. Human Resources and Business Management
- ✓ 4. Logistics, IT, Production and Security
- ✓ 5. Science, Health and Environment
- ✓ 6. Social, Education, Art, Sports and Leisure



## ASSESSMENT SOLUTIONS

# Reliable tools at cutting edge of innovation

Our assessment solutions combine cutting-edge technology with scientific validation while providing you with a complete understanding of an individual's talents and potential.

Our solutions are adapted to the level of responsibility, studies and qualification of each profile evaluated.



### Personality and Attitudes

- Professional Profile 2
- BF5
- AVATAR
- Work Profile
- ETIX



### Management and Sales

- CTPI-R
- Entrepreneur Test
- Sales Profile-R



### Occupational Interests and Motivations

- VOCATION
- MOTIVATION+



### Reasoning

- Reasoning Test-R
- REASONING SPATIAL
- SMART



### Emotions Management

- EMOTION 2.1



### Language and Communication

- French Language Test
- Business English Test
- German Language Test



### Specific Skills Tests

- Information Technology



### Smart Interview

- Smart Interview Basic
- Smart Interview Multimedia



# Reveal a candidate's work behaviour and motivations



**Professional Profile 2** is our latest personality assessment, designed and validated with the most recent method in psychometrics, the 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.



Graduates,  
intermediate-level  
professionals, and  
middle management



English, French, German,  
Arabic, Spanish, Portuguese,  
Dutch, Italian, Russian, Turkish,  
Hindi, and Chinese



112 questions



12 minutes

### OBJECTIVES

- Recruitment
- Internal mobility
- Career development
- Team cohesion

### KEY FEATURES

- Uses the Thurstonian IRT model to avoid social desirability
- Easy to understand reports, without psychological jargon
- Internationally recognised, and registered with the British Psychological Society (BPS)

### 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 138 professions
- Profile matching with positions within the organisation
- A comparison with 22 work competencies

# Measure a person's dominant personality traits



The **Big Five Profile** is 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.



All job categories and levels



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



15 sets of 4 statements, ranked from 1 to 4



7-10 minutes

### OBJECTIVES

- Recruitment
- Career guidance

### KEY FEATURES

- Quick to administer
- Snapshot of an individual's dominant personality traits
- 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





# Reveal people strengths and potential



**AVATAR** is a personality questionnaire that allows you to better understand the impact of personality types on the behavior of your employees and your team's dynamics. This typological test identifies the preferences of individuals according to 8 personality types.



All profiles



English, French, Spanish



73 questions



10 minutes

### OBJECTIVES

- Onboarding
- Internal mobility
- Team cohesion
- Personal development

### KEY FEATURES

- Analysis of 8 personality type by highlighting behavioral preferences
- Social desirability control
- Built on a scientifically validated model
- Report focused on personal development

### DETAILS

Comprehensive personality tool combining the most popular personality models and theories (MBTI, DISC, Big Five, Jung, HEXACO)

#### Analysis of 8 personality types:

Instructor, Supporter, Coordinator, Benefactor, Motivator, Entrepreneur, Instructor, Fixer

### SAMPLE QUESTION

You tend to:

- ☐ intervene and control the situations you are in.
- ☐ take a step back and intervene when asked.

### REPORT PRESENTATION

- General profile
- Profile summary
- Description of the 8 dimensions
- assessed Personalized comments
- Table comparison

# Reveal a candidate's behaviour and job compatibility



**Work Profile** is a personality assessment that measures an individual's work personality through their workplace traits, social and emotional traits; as well as the values and aspirations that drive them forward. The test has been developed especially for use in the recruitment process for entry-level and operational roles.



Candidates and employees for entry-level and operational roles



English, French, Spanish and Russian



90 questions



12 minutes

### OBJECTIVES

- Recruitment
- Career management

### KEY FEATURES

- Uses ipsative structure of the Thurstonian IRT model to avoid social desirability
- Profile matching with 6 work-focused personality types and 138 groups of professions
- Detailed, easy to read report with personalised comments

### DETAILS

#### Analysis of 15 factors split into 3 groups:

- **Workplace traits:** organisation, compliance, dynamism, sociability, sense of responsibility
- **Social and emotional traits:** persuasiveness, self-control, tenacity, assertiveness, adaptability
- **Aspirations and values:** sense of service, ambition, autonomy, intellectual curiosity, desire to supervise

#### Profile matching with 6 work-focused personality types:

Leader, Persistent, Conscientious, Sociable, Explorer, Innovative

### SAMPLE QUESTION

Choose the phrase that best describes you:

I present my ideas in a way that convinces others.

I am direct with what I say.

### REPORT PRESENTATION

- General profile
- Profile summary
- Graph
- Personalised comments
- Comparison with 138 professions
- Profile matching with positions within the organisation



# Predict counterproductive work behaviour



**ETIX** evaluates the likelihood of individuals engaging in counterproductive work behaviour. It covers six behaviours relevant to today's work environment, including discrimination, harassment, and lying. By distinguishing between a person's attitudes towards themselves and other people, ETIX reveals not only if a person might participate in counterproductive work behaviour, but also if they might enable it in others.



Employees of all levels and students



English, French, Spanish, Arabic, Russian, Hindi, and Nepali



74 questions



10-12 minutes

## OBJECTIVES

- Recruitment
- Training and development

## 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

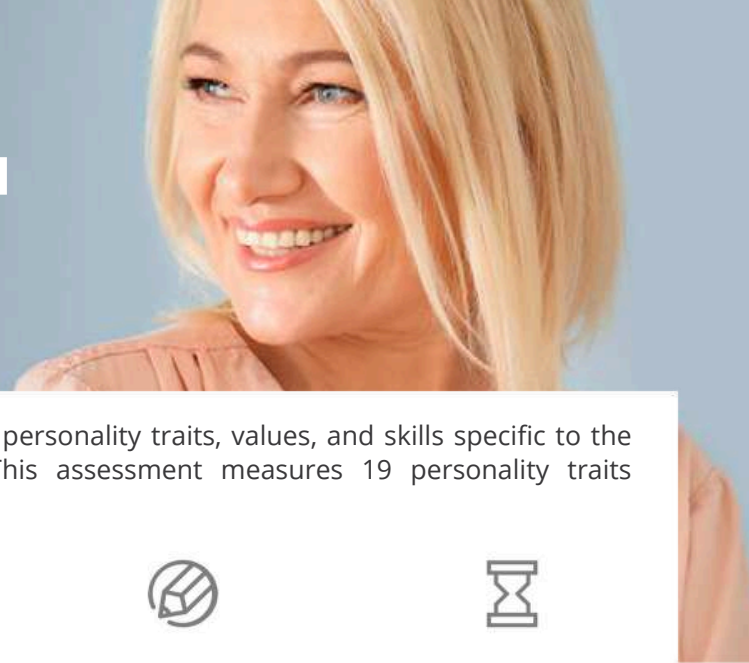
When the manager is not here, I focus on the tasks that interest me more and neglect the ones I dislike.



## REPORT PRESENTATION

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

# 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 65 key behavioural competencies.



Executives and managers



English, French, Spanish, German, Dutch, Arabic, Portuguese, and Turkish



114 questions



25-30 minutes

## 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 factors categorised into 4 dimensions:**

- **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 65 key behavioural competencies
- Matching of the candidate's profile with the competency model of the organisation



# 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.



Sales force/business development staff and MBA students



English, French, Spanish, German, Arabic, Portuguese, and Dutch



80 questions in a sales context



20 minutes

### OBJECTIVES

- Recruitment
- Career management and training
- Sales force auditing

### KEY FEATURES

- Sales potential score
- Social desirability indicator
- Matches the candidate's profile with 25 sales roles

### 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 25 sales roles representative of the needs in the area.**

### 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



# Reveal entrepreneurial potential



The **Entrepreneur Test** identifies the necessary skills and entrepreneurial characteristics needed to start a new venture. The assessment analyses 14 key dimensions of personality, motivations, skills, and experiences required to be successful as an entrepreneur. It also matches with five standard entrepreneurial profiles.



Entrepreneurs and project leaders



English, French, and Arabic



85 questions



10-12 minutes

## OBJECTIVES

- Skill assessment
- Career management

## KEY FEATURES

- Identifies strengths and weaknesses
- Combines personality factors and experience factors
- Renders the entrepreneur profile of the candidate

## DETAILS

### Analysis of 14 dimensions categorized into 2 groups:

- **Personality and motivational factors:**  
Stress Tolerance, Perseverance and Tenacity, Persuasiveness, Optimism & Self Confidence, Creativity/Initiative, Need for Autonomy, Ambition/Risk
- **Abilities and experience:**  
Business, Management, Computing, International Openness, Direction, Occupational Expertise, Marketing

### Comparison with 5 Entrepreneurial profiles:

- The Startup Entrepreneur
- The Inventive Entrepreneur
- The Manager Entrepreneur
- The Trader Entrepreneur
- The Craftsman Entrepreneur (or Self-employed)

## SAMPLE QUESTION

In a group, I am:

- ☐ a leader
- ☐ rather discreet

## REPORT PRESENTATION

- Candidate's overall score
- Personalised comments
- An analysis of strengths, potential weaknesses and areas to develop
- A comparison of 5 entrepreneurial profiles



## Explore an individual's career aspirations



**VOCATION** is a career assessment based on the RIASEC model. It measures 12 interest domains and then matches the individual profile with 138 occupations, enabling the individual to pinpoint the most suitable profession that aligns with their personality.



All profiles



English, French, German, Dutch, Greek, and Arabic



60 questions based on real-life scenarios



8 minutes

### OBJECTIVES

- Career guidance
- Individual's development plans
- Recruitment

### KEY FEATURES

- Provides a 3-factor combined RIASEC profile
- Monitors social desirability
- Matches the candidate's profile with 138 occupations

### DETAILS

#### Analysis of 12 domains outlined by the RIASEC model:

- **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 results on 12 dimensions
- Personalised comments
- General and 3-factor combined profiles
- Comparison of the candidate's profile with 138 occupations

# Analyse key motivators and job satisfaction



**MOTIVATION+** evaluates 15 crucial motivational aspects to performance and engagement in the workplace. The test is available in two versions: **MOTIVATION** evaluating the 15 factors of motivation and **MOTIVATION+** also indicating the degree of satisfaction on each factor evaluated.



Executives, employees and young graduates.



French, English, Spanish



40 questions (MOTIVATION)  
41 questions (MOTIVATION+)



12 minutes (MOTIVATION)  
15 minutes (MOTIVATION+)

## OBJECTIVES

- Recruitment
- Internal mobility
- Prevention of psychosocial risks

## KEY FEATURES

- Analysis of 15 dimensions of motivation and work satisfaction
- Control of social desirability
- Personal development advice

## DETAILS

### Prioritisation of the 15 motivators for performance and engagement at work:

- |                          |                      |
|--------------------------|----------------------|
| ■ Social environment     | ■ Career development |
| ■ Social utility         | ■ Competition        |
| ■ Influence              | ■ Mobility           |
| ■ Idea sharing           | ■ Remuneration       |
| ■ Developing others      | ■ Autonomy           |
| ■ Appraisal              | ■ Security           |
| ■ Surpassing             | ■ Well-being         |
| ■ Intellectual curiosity |                      |

## SAMPLE QUESTION

Please indicate what is most important and least important for your motivation at work

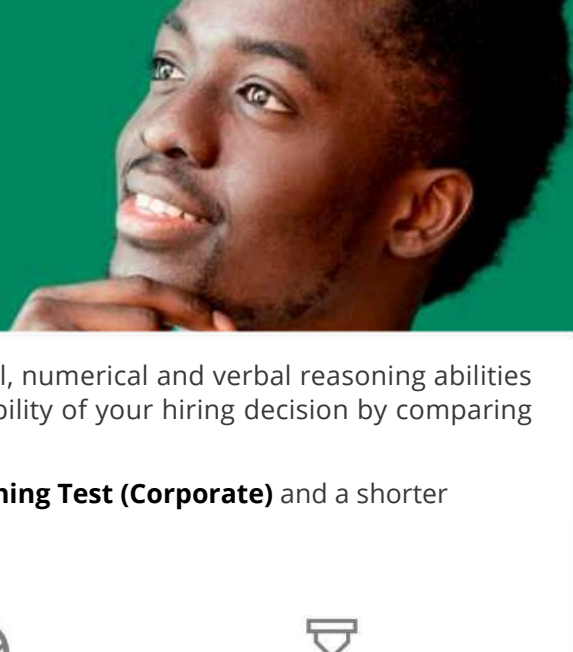
- |   |   |   |
|---|---|---|
| + | - | The management team is open to everyone's ideas       |
| + | - | I have regular evaluations regarding my contributions |
| + | - | My co-workers support each other                      |

## REPORT PRESENTATION

- Summary of the profile including the main motivations
- Graph with additional satisfaction indicators (MOTIVATION+)
- Personalised comments



# Evaluate reasoning abilities



The **Reasoning Test-R** allows you to assess a candidate's logical, numerical and verbal reasoning abilities for their intelligence quotient (IQ). It helps to improve the reliability of your hiring decision by comparing candidates on the basis of an objective criteria.

The Reasoning Test-R is available as a full version labelled **Reasoning Test (Corporate)** and a shorter version as **Reasoning Test 20'**.



Job-seekers,  
employees,  
and students



English, French, Spanish,  
German, Dutch, Arabic,  
Portuguese, and Turkish



42 questions



Reasoning Test (Corporate):  
42 ques timed at 35 min  
Reasoning Test 20':  
21 ques timed at 20 min

### 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 neighbour 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

☐ My neighbour

### 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)

# Measure a candidate's ability to make decisions, solve problems and learn



**SMART** is a new adaptive module of reasoning tests designed to measure an individual's specific reasoning skills useful in problem-solving, learning and decision-making. Unlike a traditional test, an adaptive assessment will adapt the difficulty level of the questions presented to the test-taker according to how they answered the previous questions.



students, entry to mid-level employees, management and technical positions



English, French, Spanish



Logical: 16 questions  
Verbal: 14 questions  
Numerical: 12 questions



Logical: 12 minutes  
Verbal: 7 minutes  
Numerical: 18 minutes

## OBJECTIVES

- Recruitment
- Selection in universities and business schools
- Internal mobility

## KEY FEATURES

- allows a more objective evaluation of a candidate's intellectual ability
- evaluates specific reasoning skills
- integrated social desirability scale
- the adaptive format enhances test-taker experience

## DETAILS

### Verbal Reasoning

The questions in the format of verbal analogies assess an individual's ability to infer logical relationships between words based on similar relationships that are represented by different word pairs.

### Logical Reasoning

The questions presented as a matrix evaluate an individual's ability to use logical reasoning to find links within presented sequences, and to integrate new information on the basis of these logical links by choosing an item that will complete the sequence.

### Numerical Reasoning

The questions evaluate an individual's numerical reasoning ability. Specifically, their ability to extract relevant information from a question and manipulate numbers to produce the correct answers.

## SAMPLE QUESTION

### Numerical reasoning

A baby measures 52cm at birth. He grows 20cm per year during the first 2 years of his life, the 3cm per year until he is 18. How tall is he at 6 years old?

- a) 100 cm      c) 104 cm  
b) 102 cm      d) 106cm

## REPORT PRESENTATION

- Individual reports for each reasoning module
- Percentile rank scores and graphs for each ability measured
- General descriptions and personalised
- Comments Combined reasoning ability score when all three reasoning modules are taken





# Measuring spatial reasoning abilities



**REASONING - SPATIAL** measures the spatial reasoning abilities of an individual and more specifically its ability to mentally rotate an object in 2D or 3D. These abilities are particularly important in the areas of STEM (science, technology, engineering, mathematics).



Students, candidates,  
and employees in  
STEM areas



English, French,  
Spanish, Hindi, and  
Nepali



8 multiple-choice  
questions



16 minutes (timed)

### OBJECTIVES

- Recruitment
- Selection for universities and business schools

### KEY FEATURES

- Measure the ability of mental rotation
- Score comparison between STEM and no-STEM population
- Score and personalised comments

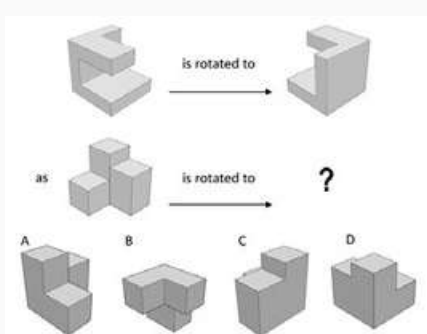
### DETAILS

**The candidate receives an overall score and personalised comments.**

Mental rotation ability requires very good skills in mental visualisation skills since it is about to mentally represent a complex object and repositioning it in space.

Mental rotation is useful in many professional fields, for example in interior architecture, sculpture or pottery, even in haute couture.

### SAMPLE QUESTION



### REPORT PRESENTATION

- Overall score
- Personalised comments
- Definition of spatial reasoning
- Comparison between STEM and no-STEM population

# Measure critical reasoning skills



**GAAT (General Analytical Aptitude Test)** assesses critical analysis and judgement. The test is based on real-life work situations.



Students,  
executives,  
project manager



French and English



Long version :  
30 questions  
Short version :  
16 questions



Long version :  
40 minutes (timed)  
Short version :  
20 minutes (timed)

## OBJECTIVES

- Recruitment of executives
- Entrance selection competitions for universities

## KEY FEATURES

- Available in short version (20 minutes)
- Role-playing situations close to the professional environment
- Detailed answers (optional)

## DETAILS

### Obtain an overall critical reasoning score and detailed results by factor

- **Evaluation of arguments** : ability to distinguish between important information and secondary data.
- **Critical analysis** : the ability to recognise and understand the ideas and theories that make up an argument.
- **Deductive reasoning** : the ability to draw conclusions from general laws that can be applied to specific cases.
- **Inductive reasoning** : the ability to find a general law from examples.

## SAMPLE QUESTION

The town council should not be spending taxpayers' money on narrowing traffic lanes. There are already enough traffic jams with dual carriageways in this town.  
What idea is implied?

Examples of 4 possible answers:

Reducing traffic jams is as unimportant as narrowing the lanes / Narrowing the lanes will improve traffic flow for motorists.

## REPORT PRESENTATION

- Overall score
- General description of critical reasoning
- Graph and detailed results
- Solutions with commentary (optional)



# Evaluate emotional intelligence in the workplace



**EMOTION 2.1** 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 for an individual's interpersonal and intrapersonal competencies by assessing 15 specific factors related to emotional intelligence.



All profiles



English, French,  
German, Spanish,  
Chinese, Arabic, Dutch and  
Hindi



100 questions



12-15 minutes

## OBJECTIVES

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

## KEY FEATURES

- Measures social desirability
- Provides norm-based EQ scores
- Personalised analysis with easily applicable developmental advice

## DETAILS

### Analysis of 5 main dimensions:

- Self-awareness
- Self-assertion
- Personal development
- Leadership
- Adaptability

### Analysis of 15 factors of emotional intelligence:

#### Intra-personal Intelligence

- Self-knowledge
- Self-control
- Self-regard
- Self-confidence
- Self-motivation
- Optimism
- Resilience
- Flexibility

#### Inter-personal Intelligence

- Expressing emotions
- Assertiveness
- Empathy
- Tactfulness
- Dealing with diversity
- Motivating others
- Mediation

## 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 indicator
- Standardised EQ score
- Graph for at-a-glance analysis
- Analysis of the candidate's profile
- Developmental Comments
- Candidate matching with the 5 EI dimensions

# Identifying sources of stress at work



The **e-Stress Profile** assessment is the essential tool to identify stress-causing factors in the workplace and helping you to control occupational risks in your organisation. The test accurately analyses 11 factors considered stressful by the employee.



All job categories  
and levels



French, English,  
Spanish



55 questions



20 minutes

### OBJECTIVES

- Individual coaching
- Prevention of psychosocial risks
- Internal evaluation

### KEY FEATURES

- Global work stress indicator
- Detailed analysis of stress factors
- Personalised interpretation of the score on each factor

### DETAILS

The profile analysis is based on 11 factors grouped into 3 categories

- **Stress related to work content**  
Workload, lack of stimulation and activity at work, unclear tasks and objectives, responsibilities and objectives, responsibilities, changes in working methods.
- **Stress related to the work context**  
The work environment, job instability, company ethics.
- **Stress related to work relationships**  
Relationships with colleagues, relationships with superiors, lack of recognition.

### SAMPLE QUESTION

With your colleagues :

- ☐ The atmosphere could be better.
- ☐ You're feeling pretty comfortable.

### REPORT PRESENTATION

- Profile summary
- Graph
- Personalised comments
- Motivation and satisfaction indicators



## 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 knowledge of English on three dimensions: reading, vocabulary, and grammar. This test is available in two versions: Business English Test full version and Business English Test 30; a shorter, easier version.



Any non-native English speaker



English, French, Spanish (Business English Test'30)  
English, French, German, Spanish, and Turkish (Business English Test)



30 questions (Business English Test'30 )  
60 questions ( Business English Test)



Business English Test'30: 25 minutes (timed)  
Business English Test : 40 minutes (timed)

### OBJECTIVES

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

### KEY FEATURES

- Levels Elementary to Proficient (A1 to C2) for Business English Test
- Assesses levels Elementary & Primary (A1 to A2) Business English Test'30
- Gives an overall score out of 20
- Provides solutions to the questions (in the report)

### 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 work place 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



# Assess proficiency in French Language



The **French Language Test** allows you to assess a candidate's or employee's level of written French, whether they are a native or a non-native French speaker. The test measures their knowledge of French in 3 areas: spelling, vocabulary, and grammar. This test is available in two versions: beginner/ intermediate level and advanced level.



Any person whose written French is indispensable to their work



English, French, German, and Spanish



60 multiple-choice questions



Beginner / intermediate level:  
15 minutes (timed)  
Advanced level:  
12 minutes (timed)

### 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 (Levels A1 to C2)

### 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

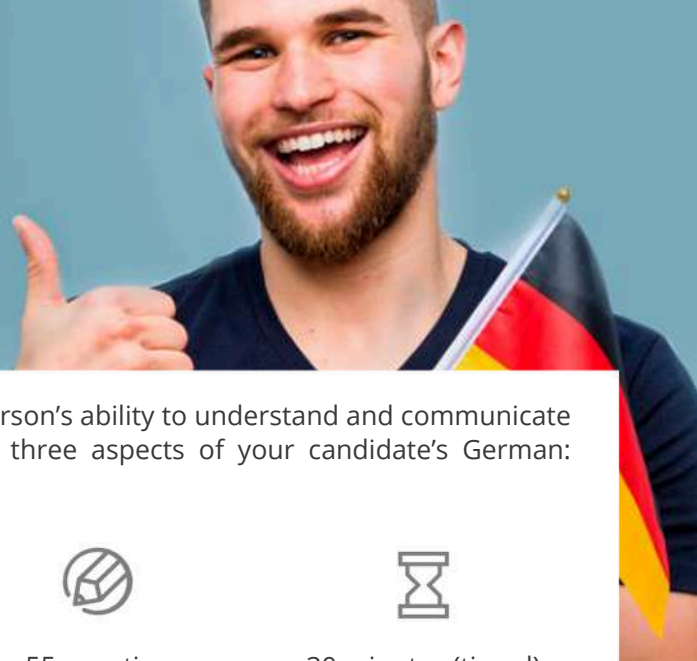
- ☐ Ennivrer
- ☐ Enivrer

### 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)



# Assess proficiency in German language



**German Language Test** allows you to objectively assess a person's ability to understand and communicate in German, especially in a business situation. It evaluates three aspects of your candidate's German: reading comprehension, vocabulary, and grammar.



Non-native German speakers (intermediate to advanced level)



English, French, German, and Spanish



55 questions



30 minutes (timed)

### OBJECTIVES

- Recruitment
- Entrance exams
- Training

### KEY FEATURES

- Assesses key factors: reading comprehension, vocabulary, and grammar
- Gives an overall score out of 10
- Provides answers to the questions

### DETAILS

The candidate receives an overall score out of 10 as well as a score for each of the three dimensions:

- **Written comprehension:** Assesses an individual's ability to assimilate and understand information from written texts
- **Vocabulary:** Measures the understanding of words essential to communicating in German in a professional environment
- **Grammar:** A good level of grammar helps in reading, writing, and communicating in German

### SAMPLE QUESTION

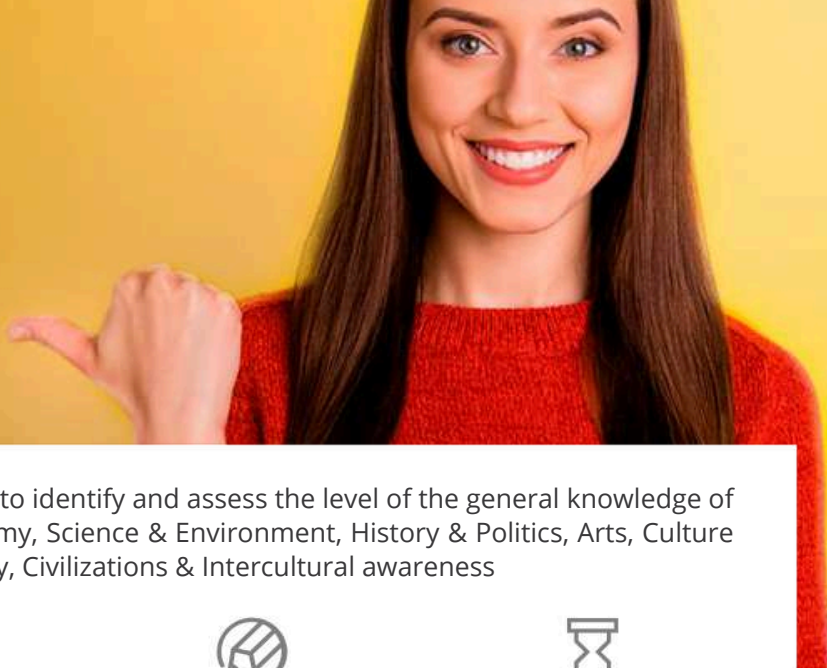
Welche Präposition passt in die Lücke? «Ich bereite mich \_\_\_\_\_ die Prüfung vor.»

- a) für
- b) auf
- c) vor
- d) über

### REPORT PRESENTATION

- Overall score out of 10
- Graph
- Score per dimension
- Comments section (this part can be deactivated)

# Assess the diversity of knowledge



The **General Knowledge Test** makes it possible to identify and assess the level of the general knowledge of a candidate according to 6 main themes: Economy, Science & Environment, History & Politics, Arts, Culture & Sports, Business, Media & Tech and Geography, Civilizations & Intercultural awareness



Students, young graduates, employees, executives



French and English



90 questions divided into 6 themes



20 minutes

### GOALS

- Recruitment
- Examinations and competitions

### KEY FEATURES

- Questionnaire updated in January 2021
- Positioning of the candidate in relation to the general population
- Provides solutions to the questions (in the report)

### DETAILS

The candidate obtains a general knowledge score and a score for each factor

- **Economy** : Global economy.
- **History and politics** : Historical events and international diplomacy.
- **Arts and culture** : Painting and sculpture, architecture and literature.
- **Geography and civilizations** : Global geographical awareness.
- **Science & Environment** : Natural environment and its impacts, scientific discoveries.
- **Business, Media & Technology** : Events, Politics, Famous identities.

### SAMPLE QUESTION

Angola was a former colony of the:

- ☐ British
- ☐ French
- ☐ Portuguese
- ☐ Dutch

### REPORT PRESENTATION

- Overall score
- Graph and detailed results
- Test Solutions (this feature is optional)



# Microsoft Office Skills Assessment



The **Microsoft Office Tests** allow you to quickly identify candidates or employees who can perform basic or complex tasks on the Microsoft Office suite for daily use, regardless of the position they hold. These questionnaires are the result of a collaboration between Central Test and Microsoft certified expert trainers with twenty years of experience in the field.



English, French



3 categories



Difficulty levels:  
Basic,  
advanced

## OBJECTIVES:

- Recruitment
- Internal mobility
- Training

## KEY FEATURES

- Adapted to 2013 or 2016 versions
- Assessment of several factors (Tables and graphs, calculations, environment and methods, etc.).
- Developed by **MICROSOFT certified expert trainers.**

## 3 CATEGORIES

- Microsoft Excel
- Microsoft Word
- Microsoft PowerPoint

## DETAILS:

The report provides an overall score to compare participants to each other. Detailed scores by module are also provided to identify areas that have been mastered and those that need to be developed.

## SAMPLE QUESTION:

To start the projection from the first slide of the presentation, I use the F5 keyboard key.

- a) True
- b) False

## REPORT:

- Score
- Graph
- General description

## Over 300 tests to evaluate IT skills



In partnership with **SkillValue**, a specialist in the development of computer skills tests, Central Test now offers a complete portfolio of IT skills tests. Evaluate your candidates' knowledge in various IT technologies and reduce your time in the recruitment of your IT profiles.



Recent graduates and employees



English, French, and Spanish



36 categories



10 to 40 minutes



Difficulty levels: Beginner, intermediate, and advanced

### OBJECTIVES

- Recruitment
- Internal mobility
- Training

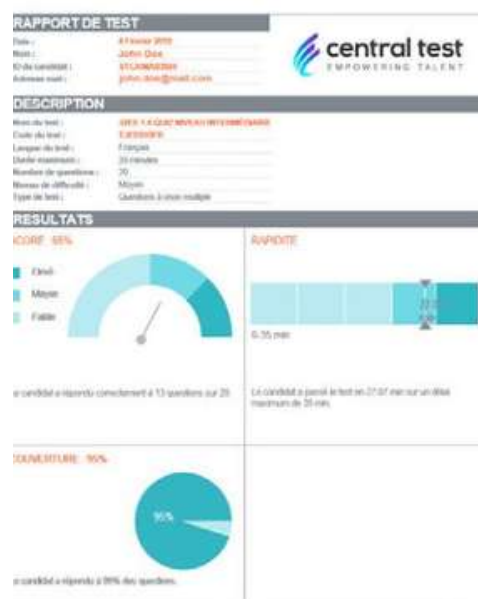
### KEY FEATURES

- Over 300 tests (quizzes and coding exercises)
- Quick assessment of back-end, front-end, mobile, data and technical knowledge.

### 36 CATÉGORIES

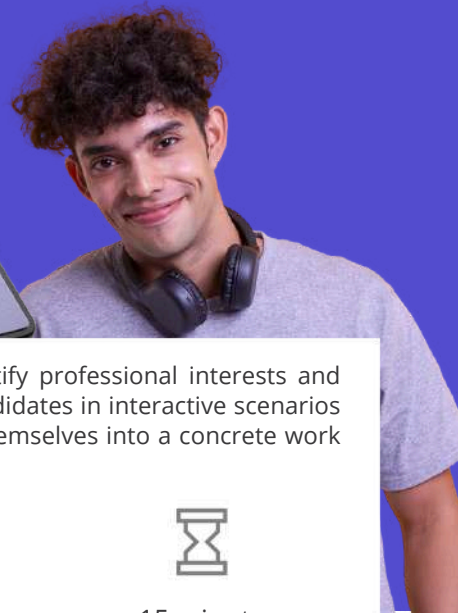
- |                          |                          |
|--------------------------|--------------------------|
| 1. .NET                  | 19. Marketing Automation |
| 2. Big Data              | 20. Microsoft Office     |
| 3. Blockchain            | 21. Mobile               |
| 4. Business Intelligence | 22. Multimedia           |
| 5. C/C++                 | 23. Node.js              |
| 6. Cobol                 | 24. OOP                  |
| 7. Code                  | 25. PHP                  |
| 8. Content Marketing     | 26. Perl                 |
| 9. Databases             | 27. Product Management   |
| 10. Delphi               | 28. Python               |
| 11. DevOps               | 29. Ruby on Rails        |
| 12. Front-end            | 30. SAP                  |
| 13. Golang               | 31. Salesforce           |
| 14. Information Security | 32. Service Management   |
| 15. IoT                  | 33. Software testing     |
| 16. Java                 | 34. UX / UI              |
| 17. JavaScript           | 35. Web Services         |
| 18. Machine learning     | 36. WinDev               |

### REPORT





# Reinventing the professional interest assessment through games



Based on the RIASEC model, Immersion is a gamified assessment that helps to identify professional interests and careers that are compatible with individual preferences and motivations. By placing candidates in interactive scenarios that simulate real-life work situations, Immersion makes it easier for them to project themselves into a concrete work environment and act according to their natural preferences.



Students, young graduates, reconversion



French, English, Spanish



43 questions



15 minutes

## OBJECTIVES

- Recruitment
- Career guidance
- Personal development plan

## KEY FEATURES

- Playful and engaging assessment
- A rethought candidate experience
- Detailed professional interests report
- Qualitative feedback in the form of comments

## GAMIFICATION

**Dive into the heart of a fictional company run by a surprisingly real team!**



Administration & Finance



Marketing & Communication



Sales Department



Human Resources



Research & Development

## SAMPLE QUESTION

In your spare time, which project have you chosen to contribute to?

- ☐ Supporting employees suffering from stress at work

Initiate and drive forward the talent retention project

## REPORT PRESENTATION

- Full report on personal interests
- Scores and personalised comments for RIASEC dimensions
- Matching over 160+ professions and 5+ fields of study
- Useful career information and advice on making professional decisions

# Reveal your candidate's talents through the pre-recorded video interview



Give your candidates the opportunity to express themselves beyond their resume. Make a finer pre-selection of your candidates and be sure not to miss the hidden gem by reviewing a larger number of candidates.



Any position in any sector of activity



French, English, Spanish, German



Questions and answers in video, audio and text



3 min max per answer

### OBJECTIVES

- Screening
- Recruitment
- Internal mobility
- Skills audit

### KEY FEATURES

- Your assessment tools and your interviews on the same interface
- Intelligent interviews combining video, audio and text
- Time saving and efficiency in candidates screening
- Reduce the costs of recruitment
- Improved candidate experience and enhance your employer brand

An intuitive video solution, fully customisable and easy to use



1

The recruiter adds his questions on the platform and chooses the format (video, audio, text) as well as the response time.



2

Candidates connect to the interface via an invitation and answer the questions posed by the recruiter.



3

The recruiter is alerted when the interview is over and can view and listen to the answers. He can then compare the candidates profiles in the Talent Matcher.

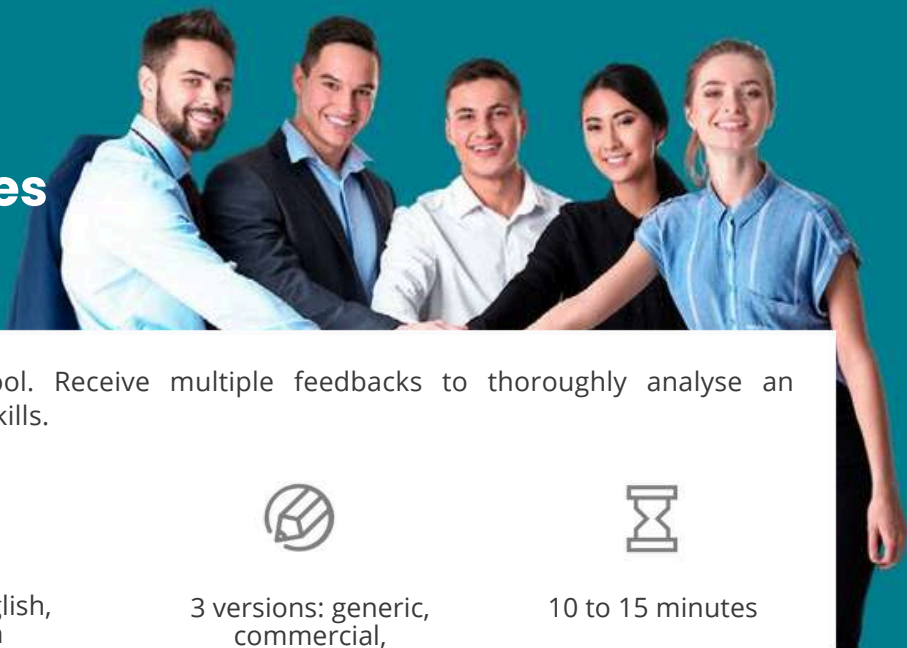


4

The recruiter also has the opportunity to invite other evaluators to give their opinion of the candidates.



# Assess & enhance the skills of your employees



360 Feedback is a cross-assessment tool. Receive multiple feedbacks to thoroughly analyse an individual's behavioural and professional skills.



Any position, any sector of activity



French, English, Spanish



3 versions: generic, commercial, manage



10 to 15 minutes

### OBJECTIVES

- Personal development
- Internal mobility
- Skill development
- Annual maintenance
- Team audit

### STRONG POINTS

- Global and objective assessment of performance
- Respect for the confidentiality of observers
- Detailed report promoting the construction of a personal development plan
- Qualitative feedback in the form of comments
- Unlimited number of observers

### DETAILS OF RESULTS

#### Analysis of employee performance on 10 skill groups:

- Communication and influence
- Analysis and expertise
- Planning and vision
- Self-management and self-knowledge
- Values and integrity
- Relationship management
- Work commitment
- Management
- Commercial skills
- Practical skills

### SAMPLE QUESTION

Rate the item from very unsatisfactory (1) to very good (5) or not observed (0):

- ☐ Have solid knowledge in an area or service
- ☐ Show an inquisitive, curious mind, and a keen interest in novelty

### PRESENTATION OF THE REPORT

- Global graphs
- Detailed analysis with assessment of each employee on the different skills
- Analysis and graphs by skill group
- Strengths and areas for improvement
- Qualitative comments

# Clients references



ACCOR HOTELS



Canon

CGI



DMCC



Embassy of Switzerland



GRAND  
HYATT



HONDA

MITSUBISHI MATERIALS



publicitas



SOCIETE  
GENERALE



swisscontact



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