



Predictive Talent Assessment Solutions

CATALOGUE 2025

SUMMARY

About Central Test	3
Assessment Platform Key Predict	4
Predictive Matching - Talent Map	5
Assessment Solutions	6
Psychometric Tests	7
• Personality and Attitudes	7-11
• Management and Sales	12-14
• Interests and Motivations	15-16
• Reasoning	17-20
• Managing emotions	21-22
Skills Tests	23-28
• Knowledge and Language skills	23-26
• Technical skills	27
Gamified Assessments	28-29
Smart Interview	30
360 Feedback	31
Clients references	32
Contact us	33



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.

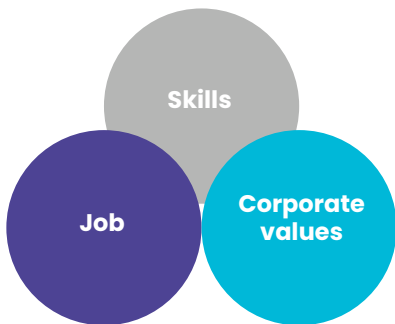
ACCESSIBILITY AND SIMPLICITY

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

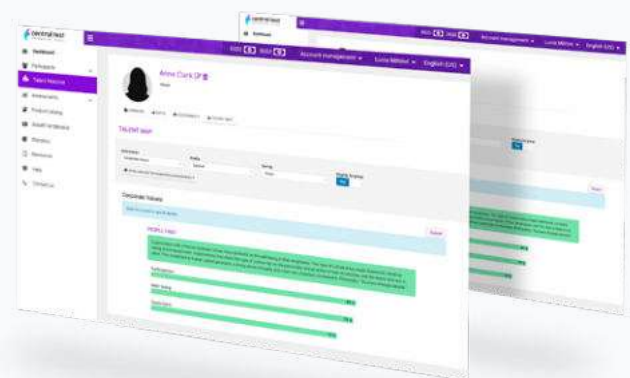


Skills Framework

- ✓ **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.

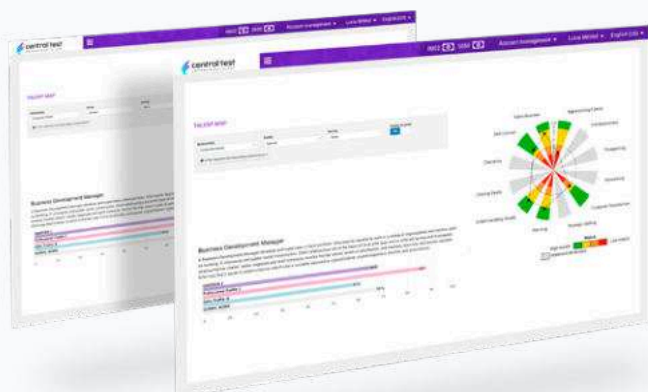
Corporate Values Framework

- ✓ **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:** Introversiveness 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



AVATAR

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

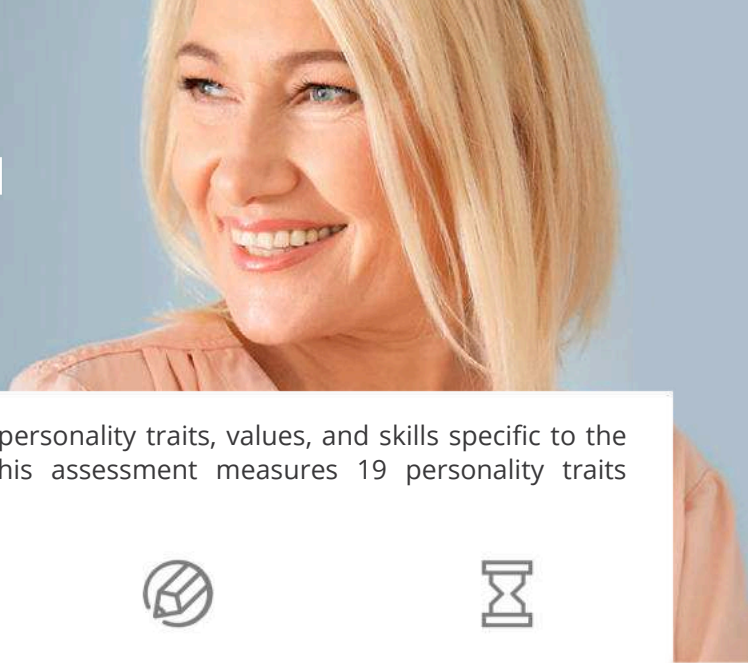
When the manager is not here, I focus on the tasks that interest me more and neglect the ones I dislike.

- - + +

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?

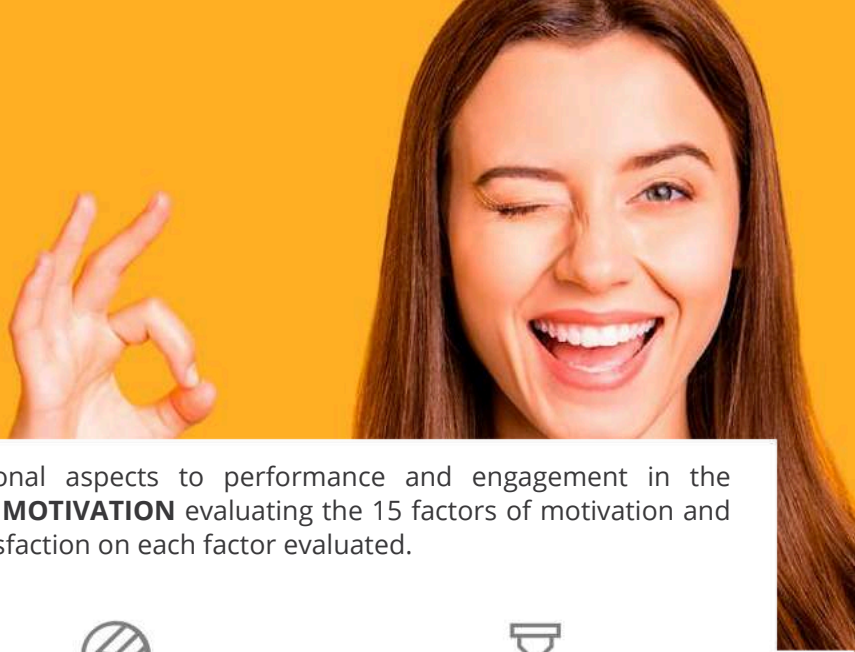
Engineer, you participated in the development phase

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

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
- b) 102 cm
- c) 104 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

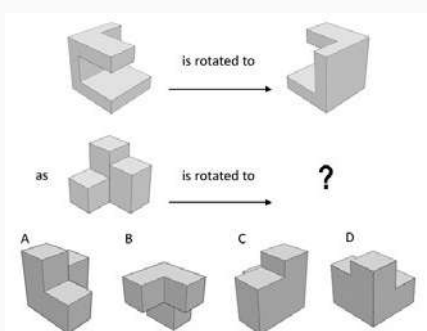
DETAILS

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

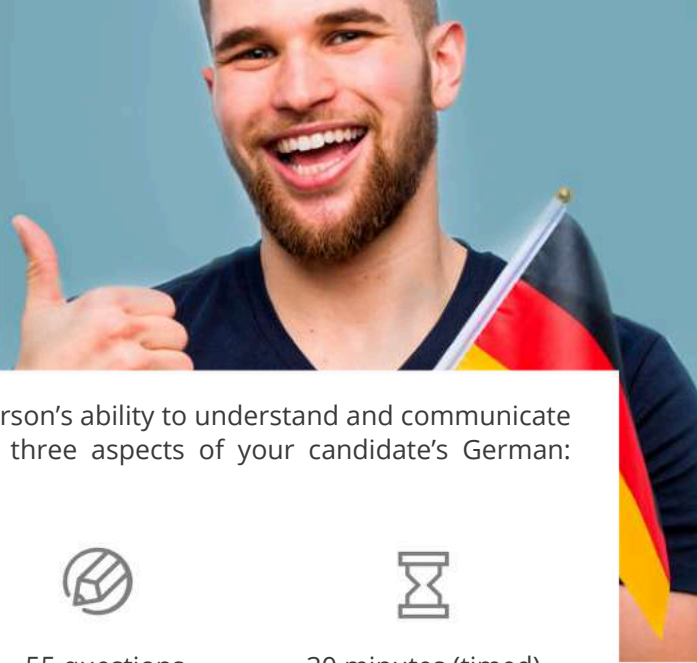
- Ennivrer
- Enivrer

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:

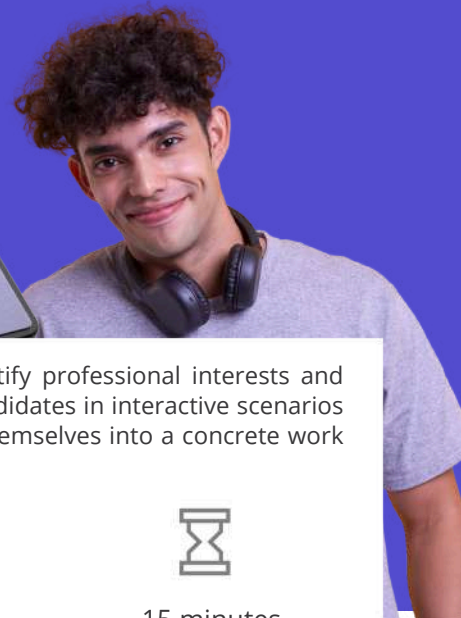
To start the projection from the first slide of the presentation, I use the F5 keyboard key.

- a) True
- b) False

REPORT:

- Score
- Graph
- General description

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, reversion



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



The gamified assessment to evaluate verbal reasoning

SMART GAME - Analogies evaluates candidates' cognitive abilities in a game format, focusing on their capacity to understand logical relationships between different concepts. Each immersive mission must be completed within 30 seconds, with 8 difficulty levels tailored to each participant's performance, ensuring a dynamic and personalised experience.



Students, recent graduates, employees



Français, anglais, espagnol



10 verbal analogies with 8 difficulty levels



5 minutes

OBJECTIVES

- Recrutement
- Internal mobility
- Schools admission exams

KEY FEATURES

- Fun, stress-free assessment
- Engaging candidate experience
- Personalised, easy-to-interpret reports
- Identification of high-potential talent

Why assess verbal reasoning?

Strong verbal reasoning fosters:

- more effective and persuasive communication;
- ease in learning new concepts;
- greater accuracy in processing written and spoken information;
- better detection of errors in arguments and decisions.



A 5-minute space mission game for a dynamic and personalised assessment experience!

SAMPLE QUESTION

Hot is to as far is to distance.

little

meter

desert

temperature

REPORT PRESENTATION

- Score out of 10 with a percentile rank chart
- Personalised feedback based on the score
- Development tips to improve verbal abilities
- Practical application suggestions for the workplace

SMART INTERVIEW

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.

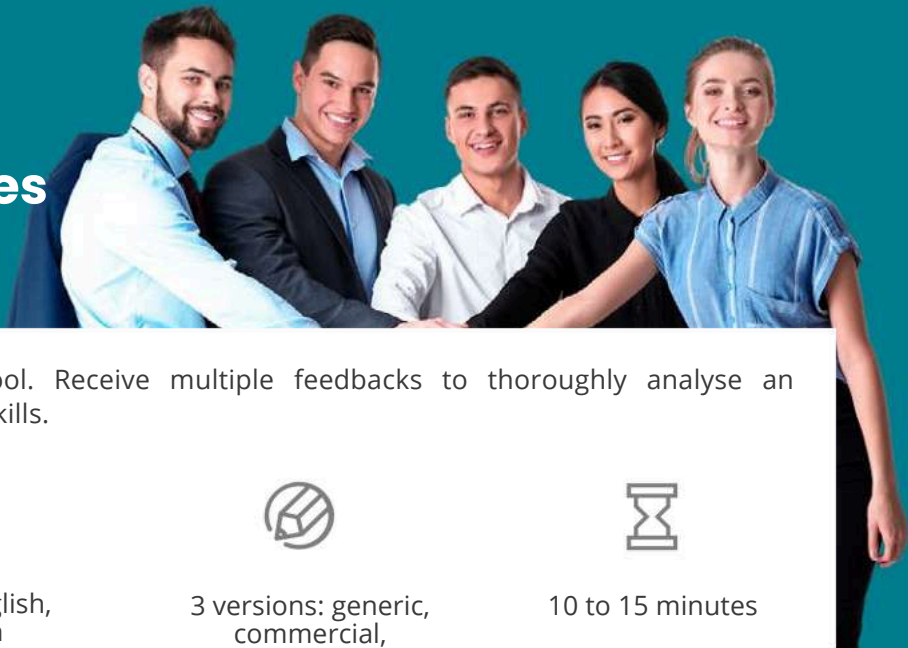


4

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

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