

CAPTain is presented to you by

CNT

Gesellschaft für Personal- und
Organisationsentwicklung mbH

Hamburg • Munich • Vienna • Moscow



CAPTain

Software-based potential analysis
for personnel selection & development



1. What uses does **CAPTain** have?
2. Our introductory offer
3. Areas of application
4. Content and object of the test
5. Examples of **CAPTain** questions in comparative pairs
6. Assessment modules
 - Overview in chart form
 - Assessment summary
7. Quality features
8. What can CAPTain do?
9. Scientific basis
10. Practical details



A silhouette of a person's head in profile, facing right, set against a background of horizontal lines, located in the top-left corner of the slide.

1. What uses does CAPTain have?

For many companies, the qualification and commitment of their staff is an important, in many cases the decisive factor influencing their success.

Thus it's a task of strategic importance to find good staff, bind them to the company and to train them in accordance with the company's needs.

In this context, correct assessment of staff potential is a decisive prerequisite for the success of all further measures.



A dark blue silhouette of a person's head in profile, facing right, positioned in the top left corner of the slide.

1. What uses does CAPTain have?

For over 15 years and in more than 10 European countries, **CAPTain** has been supporting companies in potential evaluation with high-quality, scientifically tested personnel assessment based on the findings of industrial psychology.

Why not try out **CAPTain** for yourself?





2. Our introductory offer

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Although it is based on expert academic research, **CAPTain** is designed to be very user-friendly.

Why not try out **CAPTain** yourself? You'll soon see how easy it is to use, and what concise statements and high-quality results it yields.

And you might be interested in contacting an existing **CAPTain** user to hear about his experiences. We'll be happy to arrange this as well.

The next few pages will give you an initial impression of what **CAPTain** can do for you.





3. Areas of application


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CAPTain has proved itself in many different areas.

It is used for:

- Assessment centers
- The selection of specialist and management personnel
- Coaching
- Development centers
- E-Recruiting
- Success audit of personnel development measures
- Management development
- International personnel development
- Manager audits
- Outplacement
- Potential analysis
- Analysis of training requirements
- Sales optimisation
- Sales training



A blurred background image in the top left corner showing a hand holding a pen pointing at a bar chart on a document.

4. Content and object of the test

CAPTain measures working and achievement style, i.e. the way people solve concrete tasks, deal with fellow members of staff and customers, and the way they behave in a team context.

CAPTain distinguishes between a person's actual, objective behaviour and his/her subjective ideas and ideals.

Thanks to a special question technique and an industrial-psychological analysis of the information the subject provides, possible tendencies to manipulate the test can largely be eliminated.





5. Example of a CAPTain question in comparative pairs

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CAPTain Online brought to you by **CNT**


1 / 183

A Others usually accept me.

B My employees follow my instructions.

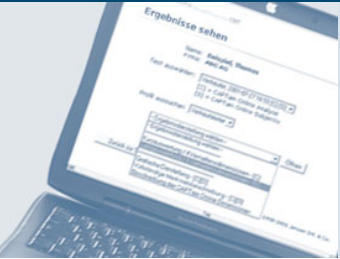
[<- Previous](#) [Next ->](#)

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Click to verify

The subject has to choose the statement from the pair that suits him better. You can't go forward to another page in the list of questions, or back to a previous one.





6. Assessment modules

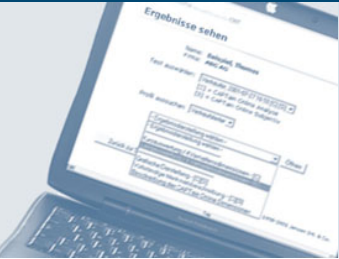
CNT

CAPTain describes precisely the present working and achievement style of the subject.

It offers a number of different assessment modules for this purpose: short and to the point, detailed and complex, in chart form or as an assessment summary, in the form of a general description or referring to a specific requirement profile.

Choose the test evaluation that best suits the occasion and your aim! You can also ask us to produce special assessment modules for your company or for a specific position.






6. Assessment modules

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Overview in chart form

The chart shows at a glance how pronounced individual characteristics are, where the subject's own picture of himself diverges from the picture produced by the test, and to what extent the candidate corresponds to the requirement profile.

Version : Manager



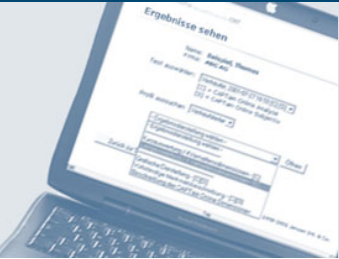
Name : Paul Test
Finished : 2002-10-23 21:26
Profile : Manager (69%)

Company : XY

0-10 = CAPTain Online result = High priority profile = Low priority profile
0-10 = Subjective result

WORK		0	1	2	3	4	5	6	7	8	9	10	
A1 Intensity of effort	benefit-oriented	.	.	.	.	.	.	.	7	8	.	.	shows high level of commitment
A2 Target orientation	not very target-oriented	.	.	.	.	.	.	6	.	9	.	.	very target-oriented
A3 Personal involvement	lets others do the work	.	.	.	3	.	.	.	2	.	.	.	wants to do everything himself
A4 Personal organisation	flexible, occasion-oriented	.	.	2	.	.	5	.	.	.	.	.	very systematic
A5 Detail orientation	no interest in details	.	1	.	.	4	.	.	.	.	.	.	focuses on details
A6 Work rate	takes his time	.	.	.	.	.	.	5	.	.	.	10	works very fast
A7 Persistence	impatient	.	.	.	.	.	.	.	7	8	.	.	persistent
A8 Self-Sufficiency	needs exact instructions	.	.	.	.	.	.	.	7	.	9	.	doesn't need instructions
A9 Work planning	practically-minded, spontaneous	.	.	.	.	.	5	6	.	.	.	.	plans a lot, theoretically-minded
A10 Need for change	sticks to what he knows	.	.	.	.	.	5	.	.	8	.	.	needs variety
A11 Finishing	leaves many tasks unfinished	.	.	.	.	4	.	.	.	8	.	.	always completes tasks
LEADERSHIP													
B1 Leadership style	not interested in leadership	.	.	.	.	.	5	.	.	.	9	.	authoritarian, dominant
B2 Delegation	doesn't delegate	.	.	.	.	.	.	.	.	8	.	10	delegates a lot
B3 Need to control	doesn't exercise much influence	.	.	.	.	.	.	6	.	8	.	.	exercises a lot of influence
B4 Authority dependence	independent, acts on own responsibility	.	.	.	3	.	.	6	very dependent on authority





6. Assessment modules

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Assessment summary

Individual test results are summarized in a report. The subjects the report deals with can be adapted to your company's needs if you wish.

CAPTain Online



Name : Paul Test

Finished : 2002-10-23 21:15

Company : XY

Management behaviour

The testperson clearly takes on a management role with total responsibility and direct influence. The testperson controls the discussion when questions concern the team. Anything that the testperson says carries weight without dominating. The testperson's task consists of delegating tasks and competencies and keeping an overview. The testperson works through others accordingly. The testperson also feels responsible for what others do and influences their way of working without however having to interfere in everything.

Style of relationship and co-operation

The testperson is approachable at all times. The testperson usually becomes effective in direct personal contact. The testperson finds it easy to make social contact. Because the testperson has a great need to get on well with everyone. The testperson speaks in a group and can also be the center of attention at times. Normally he/she expresses his/her feelings in an open and uncomplicated manner but always adjust to the situation and know how to separate private things from work. He/she makes his/her personal ideas clear even if others have other opinions. He/she doesn't want to do it at any price because he/she wants to push his/her interests through. Personal relationships are important to the testperson at the same time. Even in difficult situations the good personal contact should remain intact. The testperson has a very strong need to belong to a group and to feel in good hands in it. The testperson needs the community to feel good. Reciprocal specialist support in the team is important to the testperson. For this reason he/she commits him/herself to co-operation and working together.





7. Quality features

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CAPTain

- delivers qualified evaluations of people's actual behaviour and not just of their subjective picture of themselves
- enjoys a high level of acceptance and approval among users and test candidates
- was developed for business practice in companies
- is not static - we are constantly working to further improve quality
- fulfils the requirements of German industrial standard DIN 33430 - Requirements for methods of professional aptitude assessment and their use
- is constantly being developed further
- has been tested by experts for reliability, validity and objectivity





8. What CAPTain can do

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CAPTain

- can predict assessment center success
- distinguishes between successful and less successful employees
- distinguishes between members of different professional groups
- measures the success of personnel development activities
- records the success-relevant potential of applicants





9. Scientific basis

The **CAPTain** methodology is based on the work of EDWARDS, THURSTONE and KERLINGER on the measurement of behavioural dispositions.

In psychological terms, the construction of **CAPTain** is based on the personality theory developed by MURRAY.

Scientific support was supplied by Dr. Hunter MABON, associate professor in the Department of Business Administration, University of Stockholm.

The introduction in the German-speaking countries was supported by Prof. Hugo SCHMALE, head of the Department of Industrial, Corporate and Environmental Psychology at the University of Hamburg





9. Scientific basis

The measurement theory model on which **CAPTain** is based is the criteria-oriented diagnostics model.

This model focuses specially on the requirements of business practice.

For instance, in order to make a decision on personnel selection, it is less important to know how independently an applicant works in comparison with his age and professional peers (e.g. more independent than 60% of the peer group) than to know whether he offers exactly the amount of independence needed for the vacant position.

The assessment norms for the evaluation of the test results are produced and validated for the specific needs of the company and the position to be filled.





10. Practical details

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Depending on the version used, the **CAPTain** test takes between 30 & 60 minutes. The results are evaluated directly and automatically.

In less than 5 seconds, you'll have the results online or by e-mail.

CAPTain is available in 10 European languages.

CAPTain exists in versions for specialist personnel, managers, sales staff and university graduates.

CAPTain is available in two different versions.





10. Practical details

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CAPTain Talents offers a precise description on some four pages, including a strengths & weaknesses profile and a potential profile, for the following behaviour areas:

- Management skills
- Cooperation and dealing with others
- Attitude to work, ambitions
- Sense of responsibility, independence
- Goal-orientation and decision-making
- Pragmatism and creativity
- Systematic and precise work
- Activity level
- Self-confidence





10. Practical details

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CAPTain Advanced offers additional options, e.g.:

- entry of requirement profiles
- selection of candidates in accordance with the requirement profiles
- recording the candidate's subjective picture of himself
- a differentiated, detailed evaluation of the test results
- a chart showing all the test results.

A training course is needed for the use of **CAPTain Advanced**.



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