



Purpose

CAPTain Advanced is a scientifically developed, psychometric and objective Personnel Test

It covers work and performance style:

- Dealing with factual challenges
- Behaviour in the team and with customers
- Design of managerial tasks

Comparison of self-perception and test result

Computer- and web-based

Detailed written reports of results

Available in 14 European languages

Prevents "socially desirable" results by:

- Using special questioning techniques
- Business-psychological analysis of the information candidates supply about themselves
- Intransparent evaluation algorithm

CAPTain Advanced is available in five versions:

- Employee
- Manager
- Salesman
- Student
- and Pupil

It is always offered in connection with a personal Feedback discussion

Benefits and areas of application

- Basis for vocational analysis and careerdecisions
- Support for coaching
- Personnel selection and pre -selection
- Replaces expensive assessment centres
- Basis for successful HR
- Accurate assessment of employees' potentials
- Adequate placement of employees
- Support in nominating participants of programsto promote young high potentials
- Deduction of learning and development fields
- Trainingsbedarfsanalyse im Rahmen von Qualifizierungsprogrammen
- Training needs analysis within the framework of qualification programs
- Evaluation of personnel development measures
- Introduction of uniform standards in international personnel work

Examples of application – Extracts

Example for questions:

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<input type="radio"/>	A I am usually accepted by others.	
<input type="radio"/>	B My subordinates follow my instructions.	
<input type="button" value="Next"/>		
<input type="button" value="Continue later"/>		
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Example for analysis modules:

0-10 = CAPTain 0-10 = Subjective

WORK		.0	.1	.2	.3	.4	.5	.6	.7	.8	.9	10	
A01	Intensity of effort						6	7					shows high level of commitment
A02	Target orientation						5	7					very target-oriented
A03	Personal involvement				3	4							wants to do everything him-/herself
A04	Self-organisation				3	4							very systematic
A05	Detail orientation	0		2									focuses on details
A06	Work rate							6	7				works very fast
A07	Persistence						5	6					persistent
A08	Independence								7			10	doesn't need instructions
A09	Work planning					4							plans a lot, theoretically-minded
A10	Need for change							6					needs variety
A11	Finishing					4	5						always completes tasks
LEADERSHIP		.0	.1	.2	.3	.4	.5	.6	.7	.8	.9	10	
B01	Leadership style							6					authoritarian, dominant
B02	Delegation							6	7				delegates a lot
B03	Need to control					4							exercises a lot of influence
B04	Dependence on authority		1		3								very dependent on authority
DECISIVENESS		.0	.1	.2	.3	.4	.5	.6	.7	.8	.9	10	
C01	Decision making								7				decides easily

Name:

Version:

Finished: 2009-03-12 16:09

The following contains an analysis of current work behaviour in respect of nine different characteristic areas. It is purely a description. An assessment can only be made on hand of a Requirement Profile for a concrete position.

It is possible that this person sees/would like to see himself differently in some places. Please check if and how far the self-image of the person to be tested is characterised by wishful thinking or by experiences from other areas of reference (private life, previous working environment). The CAPTain analysis reflects the current style of behaviour in the work place.

Management behaviour

You occasionally adopt a management role. You control the discussion on questions concerning the whole team. What you say carries weight, without your dominating. Delegating tasks and authority to others is part of your daily business. Even though you do deal with some tasks personally. You also feel responsible for what others do and influence they way their work; however, you don't feel the need to interfere in everything.