

CAPTain is presented to you by

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CAPTain

Software-based potential analysis
for personnel selection & development

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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.



1. What uses does CAPTain have?

For over 20 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

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

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 optimization
- Sales training



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


CAPTain UTS brought to you by **CNT** Universal Test System

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A Others usually accept me.

B My employees follow my instructions.

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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

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

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.

Graphical Report

CAPTain

Name: Bernd Beispiel #9660 (P-CAP-3676)
 Finished: 2004-08-17 16:26

Profile: Manager
 Profile coefficient: 36,84

0-10 = CAPTain 0-10 = Subjective
 = Positive = Tolerable = Negative = Forbidden

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



6. Assessment modules

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.



Description of Work and Performance Style B

CAPTain

Name: Bernd Beispiel #9660 (P-CAP-3676)
Finished: 2004-08-17 16:26

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

The testperson clearly takes on a management role with total responsibility and direct influence. When questions concern the team the testperson usually directs others and determines what the others should do. The testperson displays management strength. Handing tasks and authorities over to others is part of the testperson's daily business. Even if the testperson occupies oneself with some tasks personally. The testperson feels oneself to be responsible and want to instruct and control the work of others with frequent instructions and advice.



7. Quality features

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
- is geared to 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

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

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 13 European languages.

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

CAPTain is available in different versions.



10. Practical details

CAPTain 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

CAPTain 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.



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