

CAPTain

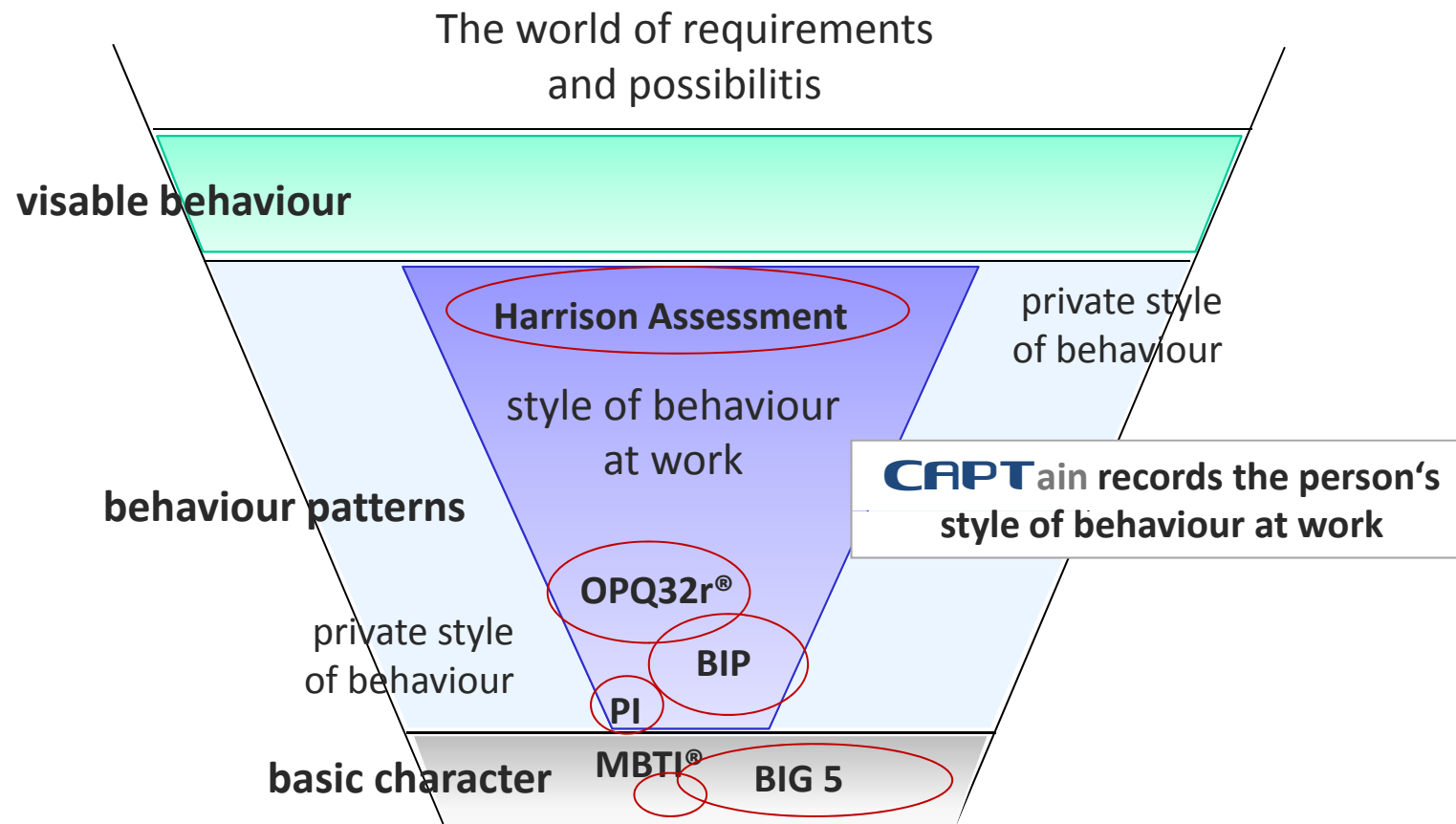


CNT the HR professionals

- Classification of **CAPTain** into the world of personnel diagnostics
- Psychometry
- Fields of application
- Assessment modules
- Quality
- Handling
- References

Classification

Assessment levels for personnel diagnostics



Types of assessment

Self-assessment: How do I see myself?

- subjective und guided by interests, inner perception and the person's own standards influences his assessments

Third-party assessment: How do I see the other person?

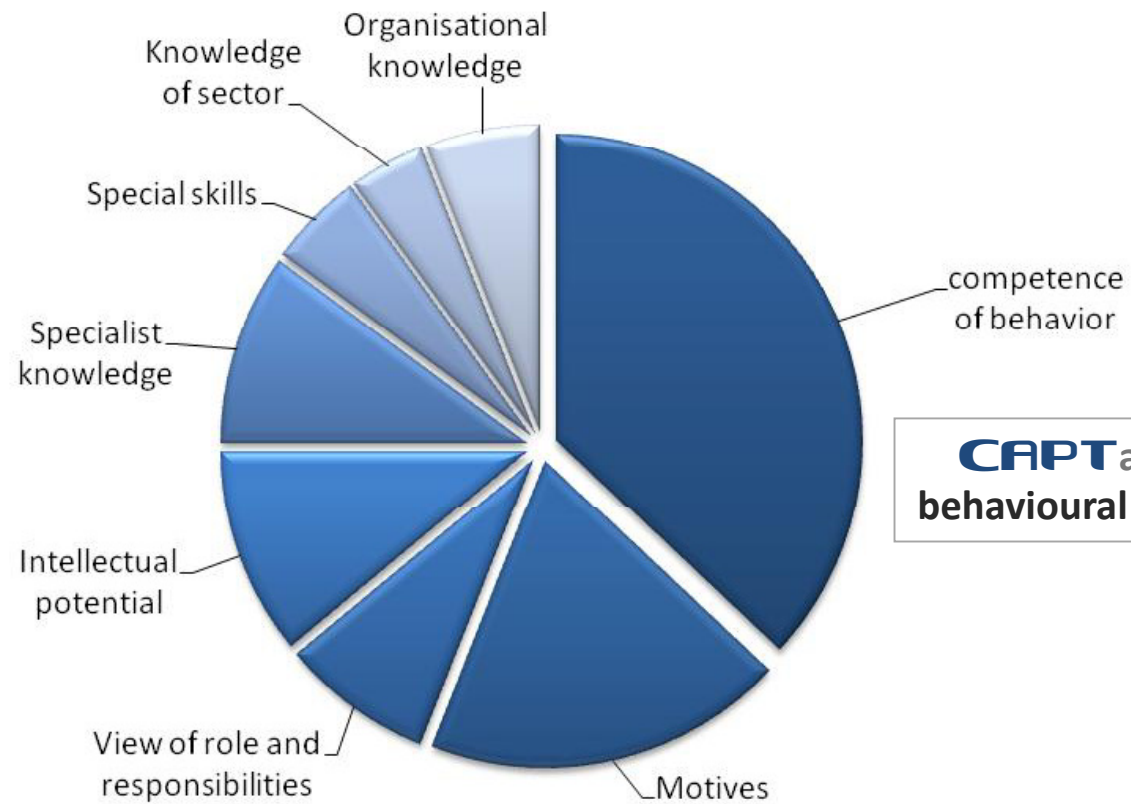
- subjective, based on individual observations and guided by interests, the person's own standards influence his assessment.

Psychometric test: What is a person really like?/How does he really behave?

- information supplied by the person himself is analysed and interpreted on the basis of an universally valid and verified industrial-psychology model, objectively und neutrally.

CAPTain is a
psychometric test

The eight keys of professional success



CAPTain records
behavioural competence

Of the eight keys to professional success, **CAPTain** records those behavioural competences that are responsible for up to 50 % of professional success. These include:

- Working and performance style
- Team- and social behaviour
- Independence
- Management and leadership competence
- Sales potential
- Potential for learning and development

CAPTain – is an integrated system of online assessments with various different modules

- for coaches and trainer, HR personnel, managers and staff
- for personnel selection and development
- as a leadership tool
- for self-reflection and reinforcing one's own learning capacity

Psychometry

CAPTain exists in versions for

- Specialist personnel
- Managers
- Sales staff/consultants
- Young people starting their career (school and college students)
- Health professionals
- Entrepreneurs

Example of a pair of comparative questions in the **CAPTain**

CAPTain UTS brought to you by CNT

Universal Test System

33 / 183

☐ **A** I like tasks which require concentration and accuracy.

☐ **B** I can get other people to do what I want.

Weiter

Später fortsetzen

CNT Gesellschaft für Personal- und Organisationsentwicklung mbH

- The **CAPTain** questionnaire consists of 183 pairs of questions, and takes about 30 min to complete.
- One answer to each question must be chosen. It's not possible to go back and change your mind.
- Thanks to the principle of using pairs of comparative questions, **CAPTain** for the most part avoids the candidate giving answers that he thinks would be socially acceptable.

Example of **CAPTain** Subjective (optional)

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

4 / 38

0 - 2 I am not very systematic, but that means I am very flexible.

3 - 4 Normally I am organized in my work. However, I can also adapt quickly to changes in conditions and requirements.

5 - 5 I work systematically and am a good organizer.

6 - 7 I work according to a precise personal plan, from which I do not deviate unless it is necessary.

8 - 8 Half of life depends on order. So I stick to it. I proceed very systematically.

9 - 10 Basically, I proceed systematically. Disorderliness is foreign to me.

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

Up to 95% of all persons tested show significant differences between their self assessment (**CAPTain** Subjective) and the **CAPTain** results.

Reasons:

- wishes vs. reality
- work vs. private life
- yesterday vs. today
- individual standards/specific background experience
- inner perception vs. outer behaviour

CAPTain

- is objective & neutral – it does not simply consist of self-assessment (clear distinction between the **CAPT**ain result and the way someone sees himself)
- is requirement-related and criteria-oriented. No evaluation is made based on general norms.
- measures 38 behavioural competences – it is not a general personality test.

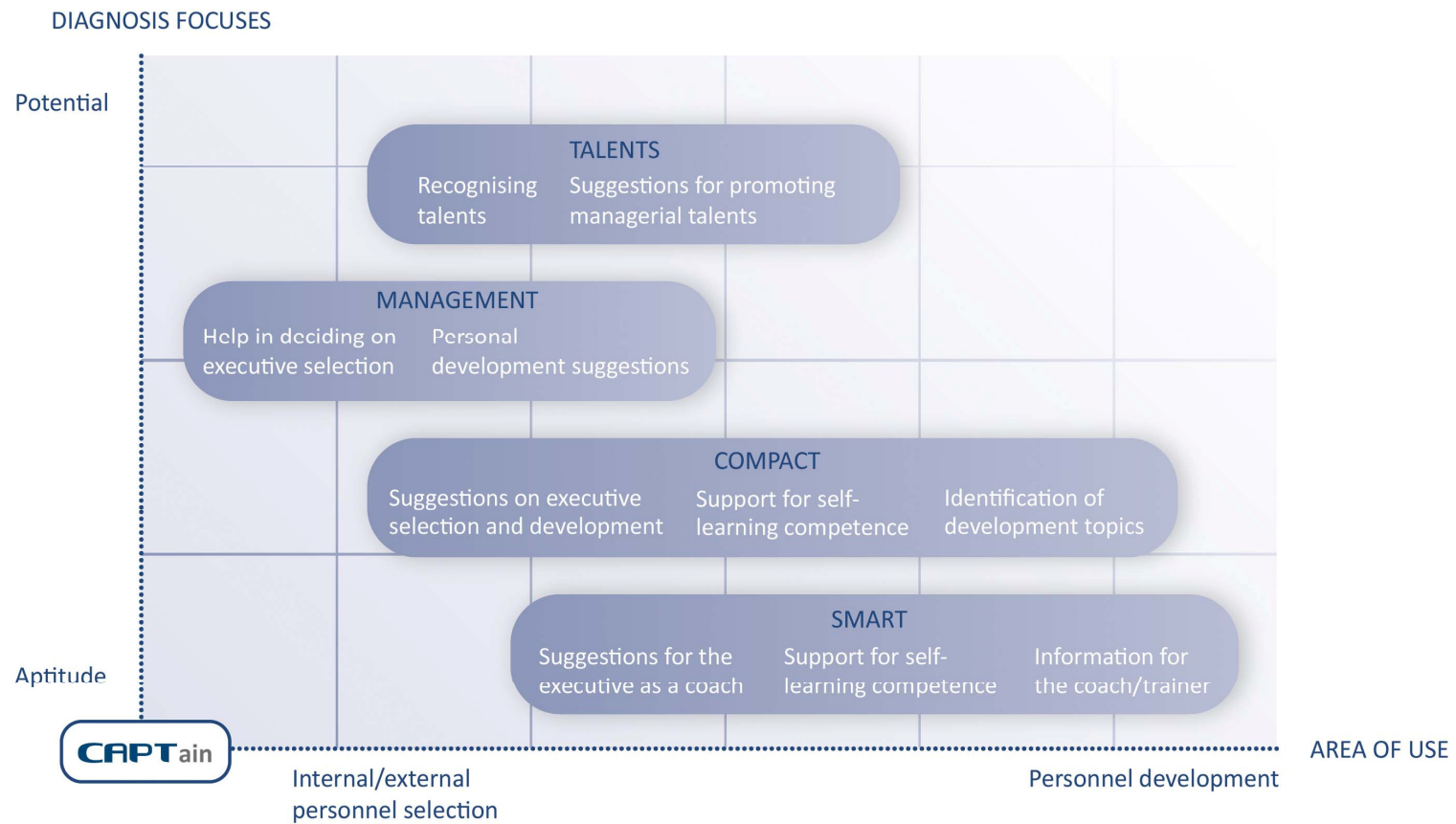
Fields of application

CAPTain has shown itself to be helpful for

- Potential analyses
- Personnel selection
- Coaching
- Assessment/Development Centres
- eRecruiting
- Monitoring the success of personnel development work
- Executive development
- International personnel development
- Manager audits
- Outplacement
- Talent management
- Analyses of training requirements
- Sales optimisation
- Sales trainings

Fields of application

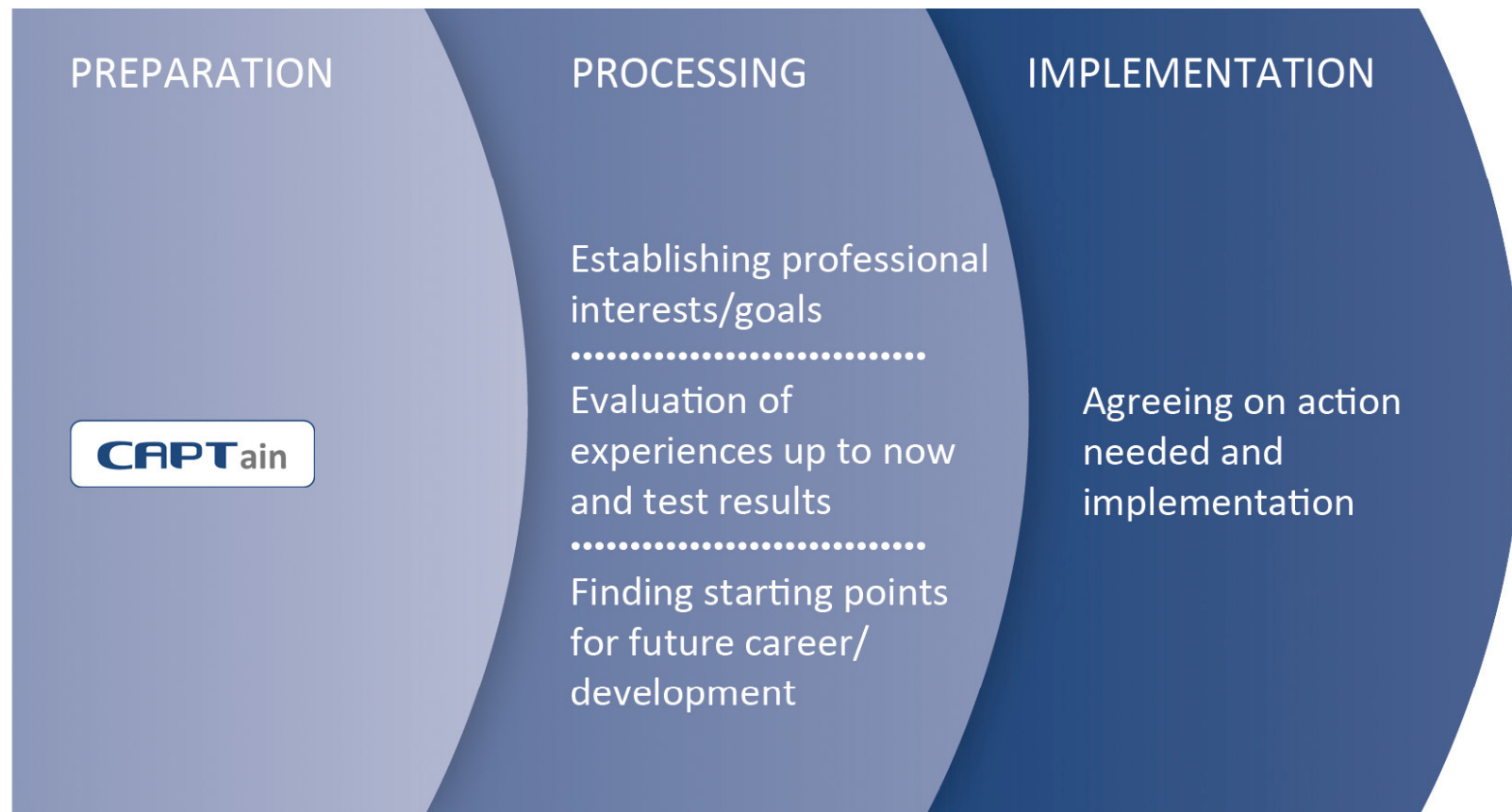
Using CAPTain properly



Fields of application

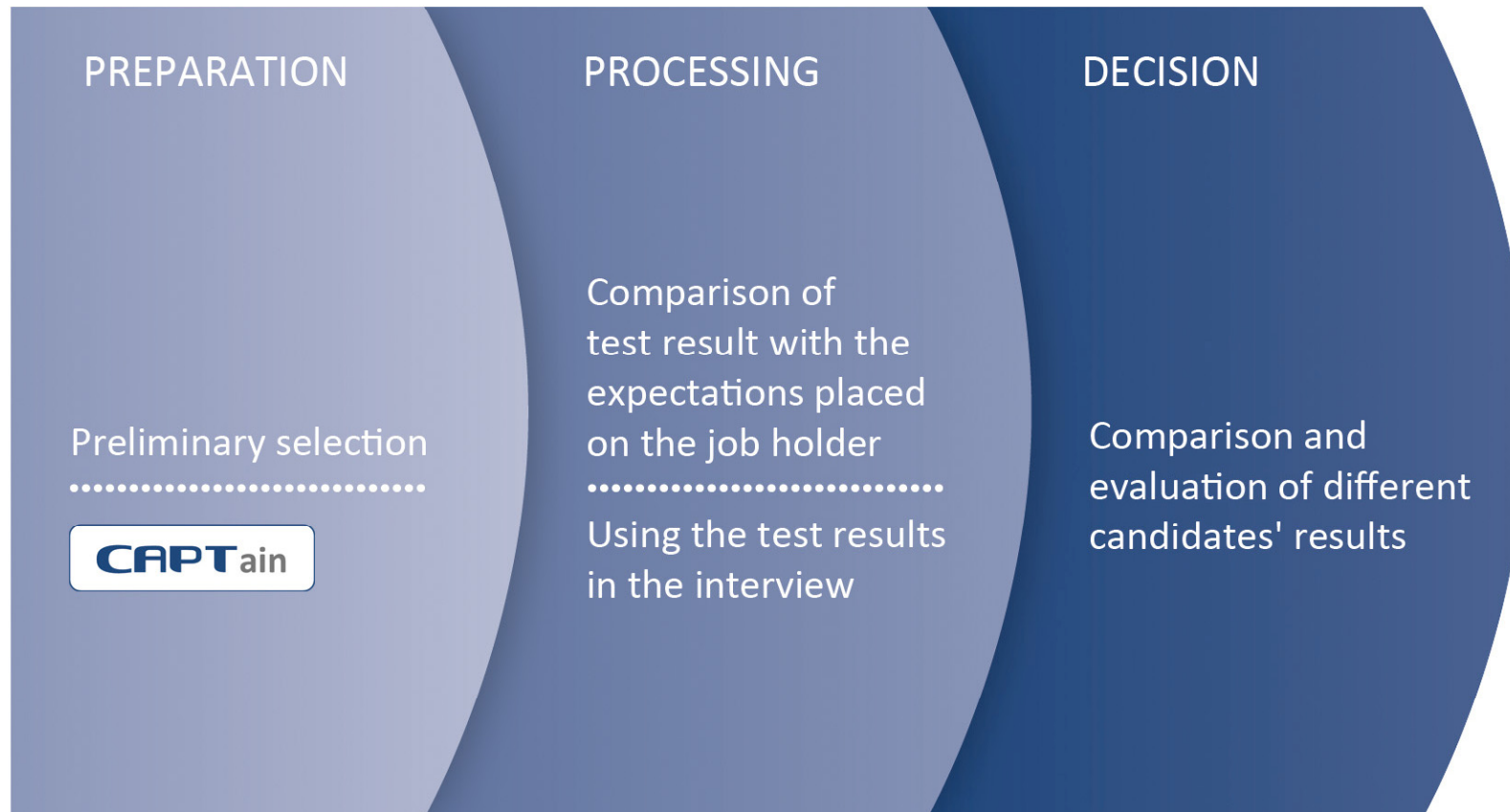
Assessment module	Fields of application	User
CAPTain smart	coaching and training, personnel management	coach, trainer, executive
CAPTain talents	talent identification	executive, personnel developer
CAPTain compact	personnel selection, staff interviews	recruiter, executive
CAPTain compact plus	development talks	personnel developer, executive
CAPTain compact customized	personnel selection, Development talks	recruiter, executive
CAPTain management	executive development, successor planning	executive, personnel developer
CAPTain customized	personnel management, selection and development	executive, recruiter, personnel developer
CAPTain advanced	consulting, coaching	CAPTain consultant

Using CAPTain compact for a DEVELOPMENT TALK



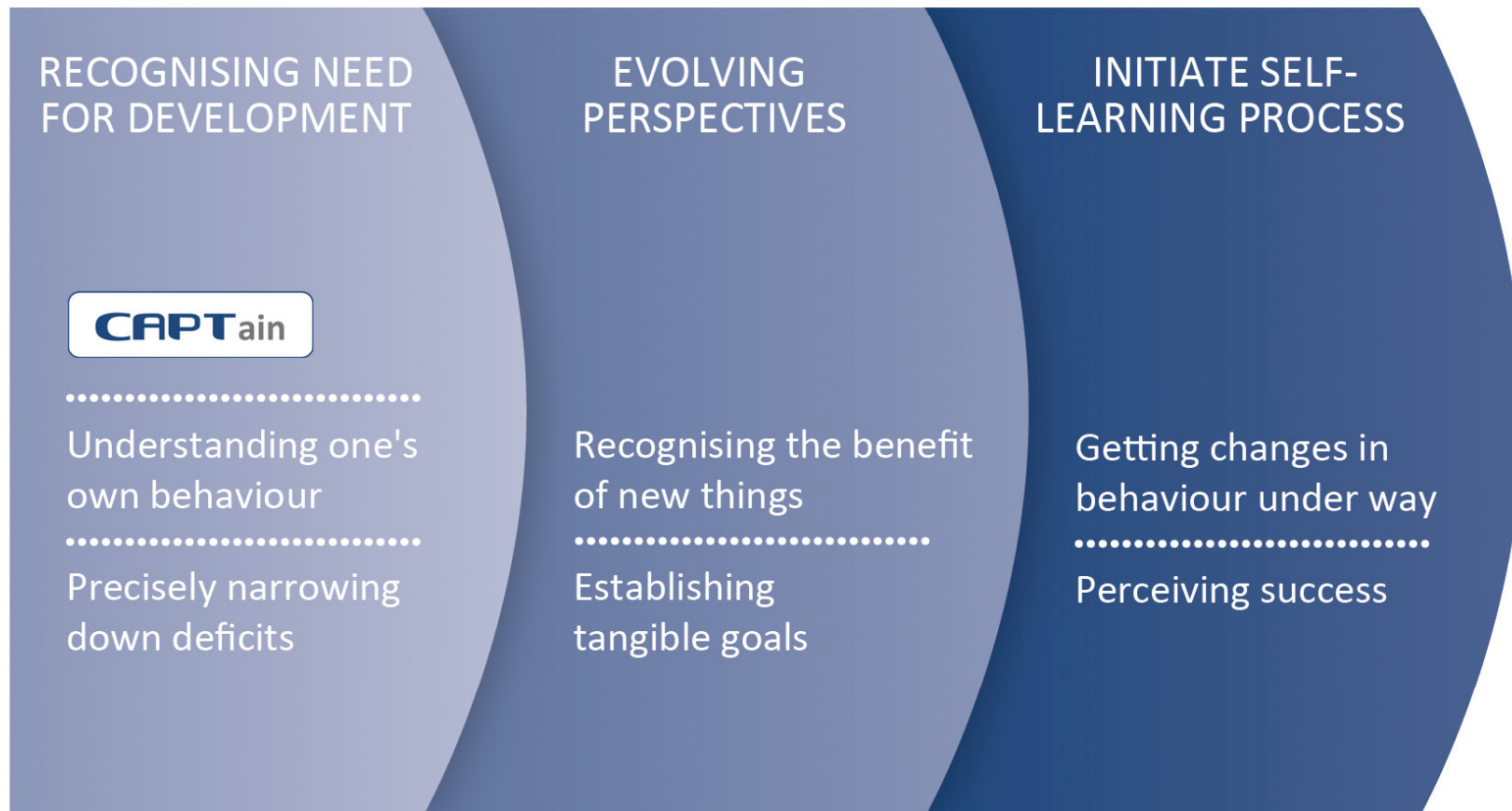
Fields of application

Using CAPTain compact for PERSONNEL SELECTION



Fields of application

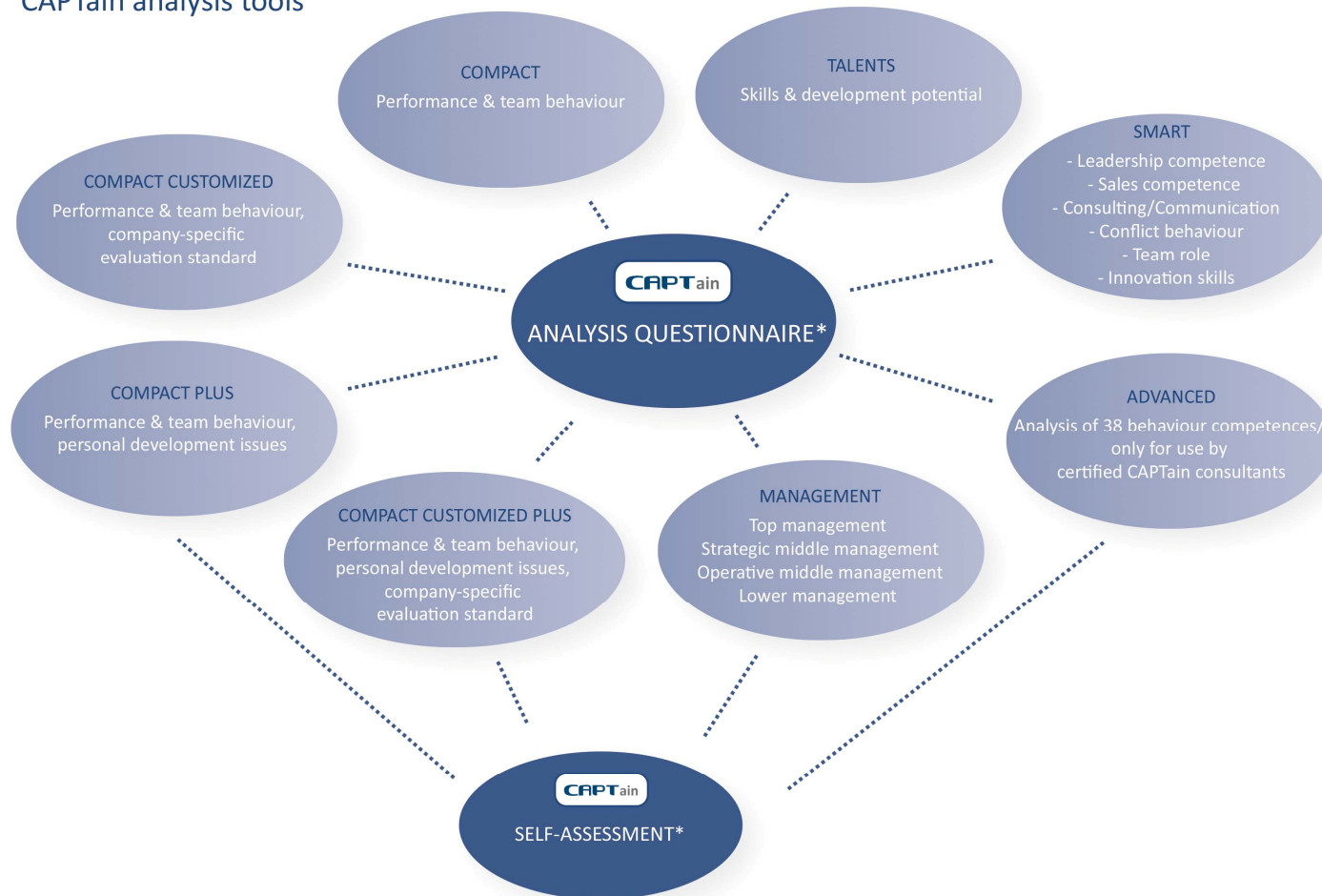
Using CAPTain compact for LEARNING AND EVOLVING COMPETENCES



Report modules

Report modules

CAPTain analysis tools

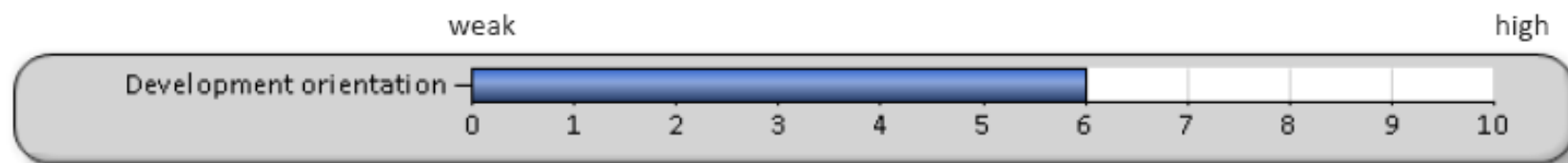


*available for executives, specialist staff, sales staff, students & pupils

CAPTain | talents

Development forecast

The following overall evaluation is based on the sum of all aspects of the person's learning- and development-orientation:

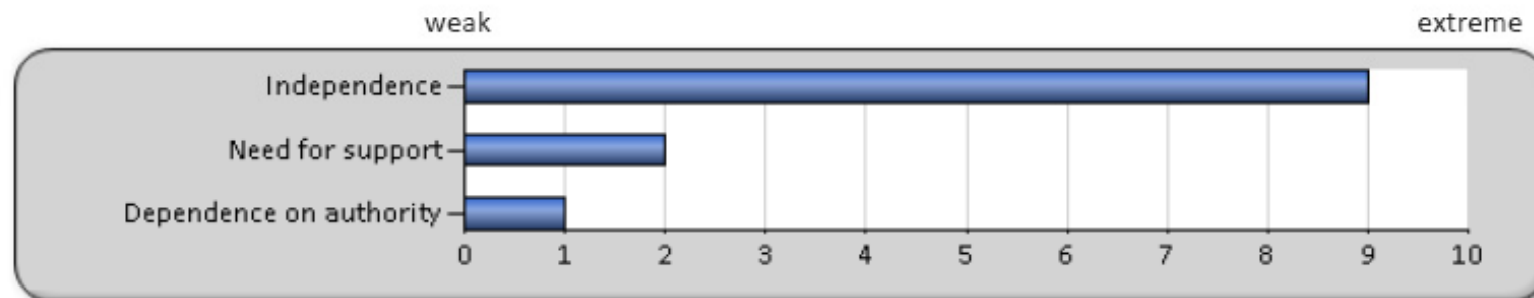


We can assume that the person will take up corresponding suggestions and will develop his competences independently on an ongoing basis.

CAPTain | compact

Own responsibility and independence

CAPTain compact has determined the following typical behaviour patterns for this person



Usually the person knows what is right, he takes the initiative independently and determines the direction himself without detailed instructions. He does not need any personal encouragement or support.

He does not allow himself to be influenced by possible preferences and unspoken expectations that his superior may have.

10

CAPTain | compact customized

0 - 10 = CAPTain

General leadership potential

Profile coefficient: 77,61



		0	1	2	3	4	5	6	7	8	9	10	
Role as leader	sees him-/herself as a colleague							6					sees him-/herself in the role of leader
Strength of leadership	doesn't lead								7				decisive, sets the tone
Delegation	doesn't delegate or control									8			delegates and controls
Exercising influence	doesn't exercise much influence									8			exercises a lot of influence
		0	1	2	3	4	5	6	7	8	9	10	
Openness for contact	prefers to work alone							6					wants contact
Personal contact	task-oriented, down-to-earth			2									personal
Self-control	spontaneous, rash					4							very controlled
Group-orientation	doesn't need group involvement					4							seeks membership of a group
Spokesman's role in the group	no need for attention								7				wants to be the centre of attention
Cooperation	stands alone						5						fits in
Self-assertion	doesn't stand up for him-/herself					4							always wants to assert him-/herself
Consideration	shows little consideration						5						consensus-oriented
Persauading and winning over	little potential						5						strong potential

CAPTain | management

Areas of development

When evaluating the areas for development which we recommend, please bear in mind that different working environments and circumstances can lead to different specific job requirements. Of course this evaluation cannot go into requirements specific to one individual. However, according to the competence model, the person would still be able to improve in the following areas:

The person should not be guided so much by formal rules and rigid systems! This often makes him too inflexible and he loses sight of what is essential.

Sometimes the person should align himself more in line with instructions and agreements. His skill in making judgements could suffer if he only listens to himself.

The person should be careful not to overburden himself and other people with his expectations of success. In the long-term, employees can be demotivated if more is asked of them than they can deliver. If he is only satisfied with perfection, things can degenerate into stress.



Quality

- **CAPTain** has a sound scientific basis and
- its predictions a high degree of accuracy.
- Production of empiric requirements profiles (internal benchmarks)
 - significant differences between successful and less successful employees
 - example: news sales representatives selected using **CAPTain** achieved 26 % higher turnover

Criteria for methods to German industrial standard DIN 33430

- manual ☒
- objectivity ☒
- reliability ☒
- validity ☒
- unforgeability ☒
- cost-benefit ratio ☒
- usefulness (relevance) ☒
- fairness ☒
- acceptability ☒

Handling

- potential analysis (with consultant service) possible without licence training
- (in-house-)trainings as a **CAPTain** certified consultant with deeper background knowledge (e.g. for producing requirement profiles)
- The questionnaire can be completed in 15 languages for result reports: German, English and Russian.
- autonomous administration and control on company-specific Web account
- Invoicing can be done on a monthly basis according to usage, as a flat rate or according to the contingents ordered.

- creation of access data for the candidate
- candidate completes the questionnaire online, independent of time and place
- The results are automatically sent by e-mail as soon as the questionnaire has been completed.
- The results are also available in a Web account for retrieval at a later time or for other assessment modules.
- Several different assessments can be produced based on a single questionnaire.

References

References

Allianz 

Bauknecht
Heute leben.

BEHR

FARO

TOSHIBA
Leading Innovation >>>

DAIMLER

RAG
RECHT§CHUTZ

 Sparkasse
Pforzheim Calw

PORSCHE
HOLDING

HAMBURG  SÜD
GRUPPE

AOK
Die Gesundheitskasse.

Sanacorp

CNT the HR professionals



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